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Contract

Between

***Board of Education
Smithtown Central
School District***

Smithtown, New York

And

***Smithtown Schools
Employees' Association***

7/1 6/30
2010-2015

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PREAMBLE

The Smithtown Central School District (hereinafter referred to as the "District") and the Smithtown Schools Employees Association (SSEA) recognize that they have a common responsibility beyond their collective bargaining relationship.

The District and the SSEA will be ever mindful of their responsibility to the citizens of our community. Our first obligation is to the welfare of our students. We mutually agree that we must continually strive for improvement of the quality of educational services we provide. Attainment of such objective is, in essence, the purpose for which we enter into this agreement.

The purpose of this written agreement is to firmly and formally establish the basis for collective negotiations between the District and the SSEA on terms and conditions of employment in accordance with the New York State Public Employees' Fair Employment Act of 1967, as amended.

This work can best be accomplished when human relationships are characterized by mutual respect and understanding. It is toward this end that this written agreement is dedicated.

ARTICLE I - RECOGNITION

The District recognizes the SSEA as the exclusive representative of all aides, clerical personnel, transportation personnel, buildings and grounds personnel and cafeteria personnel, excluding those on Grade 25 and above, and those determined to be managerial and/or confidential under the Taylor Law and per diem substitutes and seasonal employees. Such recognition shall continue for the maximum period permissible by law.

ARTICLE II - NO STRIKE

The SSEA affirms that it will not strike, that it will not assist or participate in a strike and that it will in no way encourage or impose an obligation upon members to conduct, assist or participate in a strike in the school district.

ARTICLE III - DEDUCTIONS - AGENCY FEE

- A. The District grants the SSEA the right to have membership dues deducted from member employees upon presentation of dues deduction authorization forms.
- B. The SSEA shall be entitled to have a valid agency fee deducted from contract employees only and remitted to it.
- C. At the option of the employee, deductions may be withheld from the payroll for the following items:

Health Insurance Premiums	U.S. Savings Bonds	Flex Plan
Annuity and Loan Payments to	N.Y.S. Retirement System	AFLAC
Tax Sheltered Annuities	NYSUT Member Benefits	Dental
Teachers Federal Credit Union		

ARTICLE IV - MANAGEMENT RIGHTS

- A. Subject to all provisions of this agreement and the Public Employees' Fair Employment Act of 1967, as amended, the Board of Education reserves for itself all of the rights provided it by law as the legislative body of the Smithtown Central School District.
- B. Unless expressly provided otherwise in this agreement, the Board of Education reserves the right to:
 - a. direct the work of its employees;
 - b. hire, promote, demote, transfer, assign and retain employees in positions within the school system;
 - c. suspend or discharge employees;
 - d. maintain the efficiency of the school operation;
 - e. determine services to be rendered by the public schools;
 - f. take actions as may be necessary to carry out the mission of the public schools;
 - g. determine the methods, means and personnel by which operations are to be carried on;
 - h. be the policy-making and governing body of the public schools; and
 - i. take any other action which is in the best interest of the public schools.

ARTICLE V - ZIPPER CLAUSE - SAVINGS CLAUSE

- A. The parties agree that all items subject to collective negotiations have been negotiated or are deemed to have been negotiated and there shall be no negotiations during the term of this agreement except those related to a successor agreement.
- B. If any provision of this agreement is or shall at any time be contrary to law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law and any substitute action shall be subject to appropriate consultation and negotiation with the SSEA and shall not be considered a new benefit.
- C. In the event that any provision of this agreement is or shall at any time be contrary to law, all other provisions of this agreement shall continue in effect.

ARTICLE VI - GRIEVANCE PROCEDURE

A. Definitions

1. "Grievance" - any claimed violation, misinterpretation or misapplication of the specific terms of this Agreement.
2. "Superintendent" - The Superintendent of Schools or his/her designated representative.
3. "Association" - Smithtown Schools Employees Association.
4. "Class Grievance" - A grievance directly affecting employees in more than one building or department. Class grievances must be signed by those employees who are members of the class.
5. "Association Grievance" - A grievance brought by the Association in its own name. Such grievance shall be limited to alleged violation of rights specifically guaranteed to the Association by the provisions of this Agreement, i.e. Reduction in Force, Joint Committee, Mailbox, Use of Facilities, Association Rights.
6. "Days" - Working days for non-teaching employees, excluding Saturdays, Sundays and holidays.
7. "Non-contract Grievance" - Any claimed violation, misinterpretation or misapplication of written District policies, rules or regulations.

B. General Principles

1. Failure at any step to communicate a decision within the specified time limit shall permit proceeding to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limit shall be deemed to be acceptance of the decision rendered at that step.
2. All decisions rendered in this procedure shall be in writing and shall include the decision and the reasons therefore, and shall be transmitted within the time limits to the grievant and to his designated representative.
3. All records and communications relating to a grievance shall be treated confidentially.
4. Time limits may be extended by written agreement of both parties, if such extension is requested prior to the expiration of the time limit.
5. For 10-month and school year employees, when a grievance is filed on or after June 1st, the time limits set forth shall be reduced so that the grievance procedure may be exhausted by, or as soon after, the closing of school as possible.
6. Whenever possible, the procedures outlined below shall be conducted outside of normal working hours.

7. A grievance shall be waived and barred and outside the jurisdiction of any arbitrator if it is not presented in writing within twenty (20) days from the time its existence was known or should have been known by the employee(s) affected.
8. The grievance shall be presented on the form agreed to by the parties, or it shall not be treated as a grievance.
9. It is recommended that before commencing the formal procedure outlined below, the employee attempt to resolve the problem with his supervisor in an informal manner.
10. Complaints involving working conditions or matters of other mutual concern not covered by the specific provisions of this Agreement shall be submitted to the Joint Committee for discussion.
11. A grievance may be withdrawn at any level without record.
12. The parties agree that the Grievance Procedure outlined herein shall be the exclusive remedy for the resolution of grievances and that no resort shall be had to any other procedure or to litigation in any administrative or judicial tribunal by either party at any time.

C. Step One

1. The grievance shall be presented to the immediate supervisor who shall determine whether the act or omission being grieved occurred at his/her level and whether he/she would have authority to provide relief. If the immediate supervisor determines that the act or omission did occur at his level and that he would have authority to provide relief, he/she shall accept the grievance and carry out the procedures outlined below. If he/she determines that the act or omission occurred at a level at which he/she would have no power to provide relief, he/she shall, after conferring with his/her supervisor and/or the Assistant Superintendent of Personnel determine to whom the grievance should be presented at Step 1, forward the grievance to the appropriate supervisor or administrator who shall accept the grievance and carry out the procedures outlined below and notify the grievant of the identity of the administrator or supervisor who shall reply to the grievance at this step.
2. The supervisor or administrator shall, within ten (10) days of his/her receipt of the grievance, meet with the employee and/or, if the grievant chooses, his/her representative, to discuss the grievance. The supervisor shall then, within five (5) days after such meeting, inform the employee of the disposition of the grievance presented.
3. If the employee believes the decision made is not satisfactory, he/she shall have the right to present the grievance, in accordance with the procedure below, to the next supervisory level.

D. Step Two

The employee shall, within five (5) days of the receipt of the decision of his/her supervisor in Step 1 above, submit in writing a request for a review of the decision and a statement designating the person he/she wishes to appear on his behalf in the matter if he/she chooses to have representation. The next level supervisor or his/her designee shall immediately,

upon receipt of the appeal, set a date for a hearing not later than ten (10) days after receipt of the appeal. After having heard oral arguments and reviewed written statements, the supervisor shall, within five (5) days of the hearing, send his/her determination in writing to the employee.

E. Step Three

1. If the grievant and the Association are not satisfied with the Step 2 determination, they may submit that grievance to arbitration as provided below within ten (10) days of receipt of the written determination from Step 2.
2. To proceed to arbitration, the grievance shall be submitted to the Superintendent and the American Arbitration Association within the time limits prescribed above. An arbitrator shall be selected pursuant to the rules of the AAA.
3. The arbitrator's decision shall be in writing and will set forth his/her findings, reasoning and conclusions on the issues submitted. The arbitrator shall be without power or authority to make any decision or remedy which requires the commission of an act prohibited by law, or which is violative of the terms of this Agreement. The arbitrator shall have no power to alter, add to, or detract from the provisions of the Agreement.
4. The decision of the arbitrator shall be final and binding in cases of contract grievances only. In a "non-contract grievance" case, the decision of the arbitrator shall be advisory to the Board of Education. The Board shall advise the Association of its action on the advisory award within twenty (20) days of receipt of the arbitrator's decision.
5. The cost for the services of the arbitrator shall be shared equally by the District and the Association.

ARTICLE VII – WAGES

- A. Salaries for members of the bargaining unit for the duration of this Agreement shall be paid according to the attached Appendix "A".

1. Salaries

a. 2010-2011 and 2011-2012 School Years

- i. The 2009-2010 salary schedules shall remain in effect unchanged through June 30, 2012.

b. 2012-2013 School Year

- i. Effective July 1, 2012, each step of the 2011-2012 school year salary schedules will be increased by 1%.
- ii. Effective July 1, 2012, a new entry step, E1, will be added to the schedule in an amount 2% less than the entry step, E, on the new 2012-2013 school year salary schedule.

- iii. Effective July 1, 2012, a new step 10A will be added to the salary schedule in an amount equal to 1.75% above step 10. Employees eligible for step increment who were on step 10 during the 2011-2012 school year will be moved to step 10A effective July 1, 2012, notwithstanding the provisions of paragraph iv below.
- iv. Effective July 1, 2012, contractual employees will advance one-half step, i.e., each employee eligible for step movement will advance to an amount one-half way between the employee's step on June 30, 2012 and the next step on the schedule to which the employee would have advanced on July 1, 2012, if any. This half step movement represents the first of two half step movements agreed upon by the parties. The half steps shall be denoted as .5 on the annexed 2012-2013 school year salary schedules. Notwithstanding paragraph ii. above, employees hired for the new entry step E1 during the 2012-2013 school year only will be placed on E1.5.
- v. Effective July 1, 2012, the stipends set forth in Appendix A, paragraphs "F", "G", "H" and "I" will apply only to noncontractual hourly employees.
- vi. During the 2012-2013 school year only, any employee who moves to step 10A and whose combined 2011-2012 school year step 10 base salary plus any stipend received pursuant to "F" and "H" is less than his/her salary on step 10A, shall receive a one-time lump sum payment in an amount equal to the difference between his/her step 10A salary and his/her 2011-2012 school year step 10 base salary plus any stipend received pursuant to "F" and "H".
- vii. Effective July 1, 2012, Computer Laboratory Assistants will be reclassified as Grade 16.

c. 2013-2014 School Year

- i. Effective July 1, 2013, each step of the 2012-2013 school year salary schedules will be increased by 1.25%.
- ii. Effective July 1, 2013, employees eligible for step movement will advance one full step on the salary schedule, if any, from the .5 step on which each was on during the 2012-2013 school year to the next .5 step. Employees hired for the new entry step E1 during the 2013-2014 school year only will be placed on E1.5.
- iii. The .5 steps on the 2013-2014 school year salary schedules between steps 5 and 6 and steps 6 and 7 will remain in the salary schedule after the 2013-2014 school year and will be renamed as steps 5A and 6A. However, employees will not be placed on steps 5A and 6A during the 2014-2015 school year only.

d. 2014-2015 School Year

- i. Effective July 1, 2014, each step of the 2013-2014 school year salary schedules will be increased by 1%. Effective at 11:59:59 p.m. on June 30, 2015, steps 5 through 7 of the salary schedule will be adjusted so that the amounts between steps 5, 5A, 6, 6A and 7 are equal.
 - ii. Effective July 1, 2014, employees will advance one-half step, i.e., each employee eligible for step movement shall be advanced from his/her 2013-2014 school year .5 step, if applicable, to the next step on the schedule. This one-half step movement represents the second of two one-half step movements agreed upon by the parties. The .5 steps on the 2013-2014 school year salary schedules shall be eliminated, except for steps 5A and 6A.
 - iii. Effective July 1, 2014, Computer Laboratory Assistants will be reclassified as Grade 17.
- e. The net effect of the "incremental step movement" delineated in the above paragraphs 1.b, c and d is that unit members hired prior to the 2012-2013 school year, who are eligible for step movement during the 2012-2013, 2013-2014 and 2014-2015 school years, only will advance a net of two full steps in three years.
- B. No provision of this Agreement shall serve to lower the weekly, daily or hourly wage rate of any employee covered in this Agreement. Twelve month employees' salary to be based on a 260 + 1 day school year.
- C. Effective July 1, 2013, provided that the Employees' Retirement System ("ERS") has approved the District to pay 196-day employees on a 12 month basis without additional reporting requirements, the District will implement, for those contractual employees who so opt, payment of their salary in 26 payroll checks. In the event the ERS does not so approve payment on a 12 month basis without additional reporting requirements, the District will notify SSEA of same and of the identity of the individual at the ERS with whom it corresponded and will provide any written determination received from the ERS regarding this issue. If the ERS reverses its decision, the District shall implement the payment on the 12 month basis as soon as feasible.

ARTICLE VIII - NIGHT DIFFERENTIAL

Buildings and Grounds personnel whose scheduled work tour commences between the hours of 3:00 p.m. and 12:00 midnight shall be paid a night differential for all hours worked while serving on such tour. Clerical personnel whose scheduled work tour commences between the hours of 2:30 p.m. and 10:00 p.m. shall also be paid a night differential for all hours worked while serving on such tour. Said night differential shall be 6% of such employee's pay rate. Such employees will be paid a daily rate (vacation, leave, sick, personal) based on salary including night differential.

ARTICLE IX - WORK SCHEDULE

A. Work Year - School Year Employees/196

1. Those employees on the School Year Employee Salary Schedule shall have a work year of one hundred ninety-six (196) days, which include twelve (12) paid holidays. Service which is provided before or after their yearly schedule at their regular assignment shall be compensated at 1.25 their daily rate. This refers to an extension of the employees existing position.

* The District retains the sole right and exclusive discretion to reinstate the categories of 10-month and/or 10 ½-month employees, as well as to establish the initial work schedules, leaves of absence, salary, vacations and holidays for all such employees. Any such reinstatement shall not be subject to appeal by the SSEA.

2. Notwithstanding the above, the Computer Laboratory Assistants ("CLAs") shall be scheduled to work up to a total of four additional days, during the period before the start and after the end of the 196 day work year. For each additional day so worked, the CLA will be given a compensatory day off of the same number of hours during the next 196 day work year. By no later than May 1 of each school year, CLAs will submit to the Director of Information and Technology Services a list of dates on which the CLA has booked travel plans or planned vacation and is not available to work before the start and after the end of the 196 day work year. The Director of Information and Technology Services will notify each CLA by June 1 of each school year of the four additional days on which (s)he will be required to work and these days will not be the days on which the CLA indicated that (s)he was not available. CLAs will submit a request for consideration and approval by the Director of Information and Technology Services at least two weeks prior to the days on which the CLA wishes to use compensatory time. In the event a CLA is required to work after the end of the 196 day work year, but before July 1st, the CLA will be permitted to carry over the same amount of compensatory time as the days required to work before July 1st, in addition to the 25 hours already permitted by the contract. The additional hours as a result of the four additional days assigned prior to July 1st must be used by June 1st of the following school year.

B. Work Week

1. Clerical - Full workweek shall consist of 35 hours per week from September through June. Thirty hours per week shall constitute a full workweek during a period from July 1 and ending prior to ten (10) workdays preceding September 1st. Such clerical employees will work six (6) hour days on those work days during the period September through June which are not scheduled for instruction or testing. Such reduced work days shall not include Superintendent's Conference Days, Parent Conference Days or those days in September and June immediately preceding or following the instructional school year.
2. Facilities, Transportation Maintenance Mechanics and Warehouse - Full workweek shall consist of 40 hours per week. Beginning approximately July 7th and ending approximately August 15th, but no more or no less than twenty-five (25) work days, such employees' work week shall consist of 35 hours per week. Such employees will work seven (7) hour days on those workdays during the period September through June which are not scheduled for

instruction or testing. Such reduced work days shall not include superintendent's conference days, parent conference days or those days in September and June immediately preceding or following the instructional school year.

3. Cafeteria and Lunchroom – Full-time cafeteria and lunchroom staff shall work 35 hours per week.

NOTE: Eligibility of part-time employees for benefits is stipulated in each specific benefit.

4. All clerical employees, hired on or after 1/1/07 to work in a secondary school building, shall be 11-month employees and will not be required to work on or about July 15th through August 15th.

ARTICLE X - SCHOOL EMERGENCY CLOSING DAYS

- A. 1. Custodial, maintenance mechanics in transportation, laborers, grounds and maintenance personnel, part-time custodial workers and custodians are required to report to work as usual when school is closed because of weather or other unusual circumstances commonly referred to as "Snow Days." Such personnel shall assist in snow removal as directed by the Superintendent or his/her designee. Other transportation employees and driver messengers are not required to report on school emergency closing days.
2. All other personnel are not to report to work unless requested by their immediate supervisors. All custodial, transportation, grounds and maintenance personnel working on such days shall be paid at the rate of one and one-half of the normal pay rate. Other personnel called in will be compensated at a rate double their normal pay rate.
3. Those personnel who are not expected to report to work on school emergency closing days will not be charged for any sick, vacation, or personal leave requests for those days.
4. In case of severe snow emergency conditions, employees unable to report for work are to notify the Facilities Dept. at the beginning of their working day and may request special consideration of their absence as personal leave up to one (1) additional day per year. Such additional day will not be added to the employees' sick leave account.
5. Hourly employees shall be paid their normal rate of pay for emergency school closing days that are not made up.

ARTICLE XI - OVERTIME

- A. 1. All properly authorized overtime work of non-teaching personnel shall be compensated for by an hourly rate one and one-half times the regular hourly rate applicable to such employee for overtime work during the regular work week. This rate shall apply to work authorized and assigned beyond 35 hours per week or beyond 7 hours per day for non-buildings and grounds employees or beyond 8 hours per day and 40 hours per week for buildings and grounds employees. All overtime shall be computed on a daily and weekly basis.
2. School lunch service employees, including part-time employees, who work a second report in one day, or perform a week-end duty, shall be paid time and one-half their regular rate for

the second report.

3. All non-teaching personnel who are requested to work on Sundays or holidays shall be paid at a rate double their normal rate of pay.
4. Employees who have to work on a holiday that is not one of their scheduled holidays shall be paid at a rate of time and one-half. For example, a bus driver that works on Good Friday. Since this is not one of their scheduled holidays they, would be paid at a rate of time and a half and not double time.
5. Head Guards will be compensated one hour at their hourly rate to be "on call" for designated evenings and weekends. Should a Head Guard respond to a building, (s)he will be paid a minimum of three hours salary at his/her hourly rate.

B. Unplanned Work

1. Definition - Unplanned work is work performed outside of an employee's regular workday, which is separated in time by a minimum of 2 (two) hours before or after his regular workday for which the employee is requested to report for work without advance notice.
2. Unplanned work shall not include work to be performed by an employee, provided that notice of such work is given to the employee up to a day in advance of the work to be performed.
3. Should a regular employee be called in for unplanned work, he/she shall be guaranteed three (3) hours pay which shall include one hour's pay for travel time and shall be paid at the rate of one and one-half of his/her normal pay rate.

C. Overtime Rotation

1. All overtime shall be rotated on a non-discriminatory basis in the department/craft or building in which it occurs.
2. Purpose. The purpose of this procedure is to assure each employee within a building and job classification fair opportunity to accept or reject overtime work assignments for which he/she is capable.
3. Implementation
 - a. Rotation shall refer to opportunities extended to an employee to accept or reject an overtime assignment.
 - b. Rotation shall be equal among senior and junior employees, and among employees of a given classification regardless of step on the salary schedule.
 - c. It is intended that rotation shall assure that desirable and undesirable overtime assignments (long hours, few hours, heavy work, light work, dirty work, clean work) shall thus also be rotated among the employees of a building or department.

- d. If an employee refuses an overtime opportunity or cannot be contacted (i.e. not at home or phone unanswered, etc.), he/she shall be considered rotated.
- e. If an employee of the classification or craft needed is not available from the building or department, the supervisors may utilize an employee of the needed classification from another building or department.
- f. An employee who regularly refuses overtime assignments over a series of opportunities may be removed from the rotation list, and he/she shall be so notified by his supervisor in writing.
- g. It shall be the duty of the supervisors to fulfill certain supervisory responsibilities and to make decisions necessary to carry out these responsibilities. Supervisors have freedom within these guidelines to make judgment and choice.
- h. In an emergency, a supervisor may extend overtime opportunities to any employee who, in his/her judgment, is competent to handle the emergency and able to respond quickly. An emergency shall be defined to include, but not be limited to, an urgent situation or a situation that was unanticipated, unforeseen or unplanned that needs to be taken care of as soon as possible.
- i. Supervisors shall keep a simple rotation record, which shall indicate the dates overtime opportunities are extended to each employee and shall indicate the employee's acceptance or rejection of the opportunity. The rotation record shall be available for employees to observe in order to determine their position in rotation. Where feasible, a copy of the rotation record may be posted on a bulletin board.
- j. In order to remain on the overtime rotation list, an employee must be a willing and cooperative worker, have a good attendance record and a good performance evaluation, and must maintain District standards for building care. Supervisors who fail to remove an employee for less than satisfactory service from the overtime rotation shall be subject to disciplinary action by the Superintendent or his/her designee.
- k. Upon removal from the overtime list, the employee will be notified when (s)he will be considered for reinstatement to the list and the employee will be reinstated to the list no later than 90 days after removal.
- l. An employee may voluntarily remove him/herself from the overtime rotation list by submitting a written removal request to his/her supervisor. The employee will be reinstated to the overtime rotation list upon submission of a written reinstatement request to his/her supervisor.

D. Compensatory Time

- 1. Accumulation of compensatory time, in lieu of overtime pay, shall be limited to an accrual of 25 hours. Such time accumulated above this limit must be taken within the same year it is earned or it shall be forfeited. Employees shall take any such compensatory time in no less than one (1) hour increments.

ARTICLE XII - LEAVES OF ABSENCE

All time shall be awarded in hours and when time is taken it will be deducted in hours. For example, an eight-hour a day employee will be awarded 96 hours sick, 24 hours personal time and allotted vacation time will be in hours.

A. Sick Leave

1. Regular employees whose normal work week is 20 hours or more per week shall be eligible to receive sick leave benefits after three (3) months of service with the District as follows:

12-month employees	-12 days sick leave
11-month employees	-11 days sick leave
196-day School Year Employees/ and eligible hourly employees	- 9 days sick leave

(Food service workers hired @ 20 hours or more hired, prior to 7/1/02)

Food service workers hired on or after July 1, 2002 who work 25 hours or less shall receive 3 sick days. Food service workers working 20 hours or more, who were hired into this position prior to July 1, 2002 and who work the 196-day school year, shall receive 9 sick days.

2. This sick leave may be accumulated from year to year without limit. An annual statement of sick leave credit shall be rendered to each eligible employee. Sick leave is pro rated if start date is after employee's calendar year begins.
3. A pilot program shall be implemented effective July 1, 2012, pursuant to which up to a total of three days of sick leave per school year may be used due to the illness of an immediate family member, as the term immediate family member is defined in Article XII(C). This program shall continue on an annual basis during the term of this 2010-2015 Agreement. However, the District may terminate this pilot program at the end of a school year upon ten days' written notice to the SSEA. This paragraph will sunset and become null and void effective at 11:59:59 p.m. on June 30, 2015.
4. An employee on an approved leave pursuant to the Family and Medical Leave Act (FMLA) due to serious illness in the immediate family, as that term is defined in the FMLA, will be permitted to use up to 30 of his/her accrued sick leave days concurrent with the FMLA leave, after first exhausting his/her accrued personal and vacation leave.
5. An employee who works outside his/her calendar schedule (hourly or 196-day employees working summer programs or working in their existing positions past their calendar schedule) will have to use leave without pay and cannot use sick or personal time during that period.
6. Documentation of Absence. Any employee who uses personal leave or sick leave or any combination thereof, for five or more consecutive work days, may be required to provide the District, within a reasonable period of time, with a doctor's note regarding the absence or such other documentation as required by the District regarding the employee's absence.

B. Personal Business Leave

1. Regular employees whose normal workweek is 20 hours or more per week (food service workers hired after 7/1/02 working over 25 hours) shall be eligible to receive a maximum of three (3) personal business leave days (on a pro-rata basis) per year after three (3) months of service with the District. The employee must file a signed application with the building principal or immediate supervisor. The personal leave usage application/form shall provide reason and notice, where possible. As much advance notice must be given as circumstances allow. Applications are to be forwarded by the building principal or immediate supervisor to the Personnel Office for approval and maintenance of records. The approval process shall be utilized to insure good staffing levels on any given day; therefore, specific requests may be denied and alternate dates proposed.
2. At the end of each school year each employee's unused accumulated personal leave days, up to a maximum of one, shall be added to the employee's sick leave account.

C. Death in Immediate Family

1. All regular and hourly employees shall be eligible for leave upon the death of a member of the immediate family. Upon the death of a member of the immediate family (wife, husband, mother, father, son, daughter, brother, sister mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandparents, foster parent, grandchild or other person who has served in place of a parent), up to five (5) days leave without payroll deduction shall be granted upon verbal notification subject to written confirmation to the Office of the Superintendent of Schools upon return from leave. Upon prior approval of the Superintendent or his/her designee, such leave need not be consecutive work days.

D. Jury Duty Leave

1. All regular employees who are required to serve as a juror or who are subpoenaed as a witness on a normally scheduled work day shall be granted a leave with pay. Employees who volunteer for jury duty shall be granted leave without pay. This leave does not affect any other leave benefits.

E. Leave Without Pay

1. All regular employees who attained permanent status shall be eligible to apply for a leave of absence for "good cause shown" without pay or other benefits for a period of up to one (1) year.
2. Such leave shall commence at a date agreed upon by the employee and the District. Such leave shall terminate on a date agreed to by the employee and the District, but may terminate earlier if mutually agreed to by the employee and the District.
3. "Other employment" shall not meet the standard of "good cause shown", and therefore, shall not be an acceptable reason for the granting of such leave.
4. "Child care" shall meet the standard of "good cause shown", and therefore, shall be an

acceptable reason for the granting of such leave.

5. All such leaves may only be granted upon the recommendation of the Superintendent of Schools and the Superintendent of Schools shall be the sole determiner of "good cause" in those instances where the reason given is different than "other employment" or "child care." His/her determination shall be binding and shall not be subject to appeal.
6. The District may at any time require a physician's certificate in arriving at a determination of "cause."
7. Upon return from such leave of absence the employee shall be assigned to a position with duties and classification similar to his/her assignment at the time the leave was commenced. (See Standard Uniform Practices).

ARTICLE XIII - SEPARATION PAY/RETIREMENT HEALTH INSURANCE PREMIUM ADJUSTMENT

A. Separation Pay

1. Separation pay benefits shall be paid to employees who resign after fifteen (15) years of service in the District or who retire after ten (10) years of service in the District.
2. In the event of an employee's demise while in the service of the District, such benefits shall be paid to his/her estate if the deceased had accumulated at least ten (10) years of continuous service in the District.
3. Unused accumulated sick leave shall be paid in accordance with the foregoing up to a maximum of 180 days as a separation pay benefit to those employees hired prior to July 1, 1978, and for such employees separation pay benefit payments shall be based on the average salary rate of the employees during the twelve (12) calendar months immediately preceding the date of separation.
4. Regular employees whose normal work week is 20 hours or more per week and who were hired on or after July 1, 1978 shall have their separation pay benefit determined by multiplying the number of unused accumulated sick leave days up to a maximum of 180 days by the following appropriate rate:

35 & 40 hour a week employees -	\$75.00
30 - hour a week employees -	\$60.00
25 - hour a week employees -	\$50.00
20 - hour a week employees -	\$30.00

5. Any contract employee and those hourly employees who regularly work 5-hours or more per day, hired first prior to 1/16/96 having at least ten (10) years of service with the District and who is 55 years of age or older at the time of resignation, shall be paid an additional \$8,000 upon his/her resignation from the District.
6. Any contract employee, and those hourly employees who regularly work five (5) hours or more per day, hired after 1/16/96, and having at least ten (10) full years of service with the

District, and being 55 years of age or older, and retires pursuant to the rules of the NYS Employees' Retirement System, shall be paid an additional \$1,000.00 upon his/her resignation, for purposes of retirement, from the District. This benefit shall not apply to any employee eligible to receive the \$8,000.00 separation pay benefit provided herein.

7. Employees first hired on or after 1/16/96 shall be paid a terminal payment to a maximum of 75 unused sick days.

B. Retirement Pay Out

When there are 262 days that negatively impact the sick time and vacation time payout, the hourly rate will be adjusted to the 261-day scale as per the agreement at the joint meeting in September of 1999.

C. Retirement Health Premium

1. Employees who are entitled to receive health benefits from the District into retirement, and having served the District for a minimum of ten (10) years as an employee working four (4) hours or more, excluding food service workers hired after 7/1/02 that do not work over 25 hours, shall receive the following health insurance premium adjustment each year throughout retirement: (A written contract shall be given to each retiring employee guaranteeing the rate of medical payment to be paid by the District.)

DISTRICT'S HEALTH INSURANCE PLAN: DISTRICT WILL PAY THE FOLLOWING PERCENTAGES

(1)74% OF INDIVIDUAL COVERAGE

(2)59% OF FAMILY COVERAGE

2. Retirement Incentive. Effective May 8, 2012, employees who are entitled to receive health benefits from the District into retirement, and having served the District for a minimum of ten (10) years as an employee working four (4) hours or more, excluding food service workers hired after 7/1/02 that do not work over 25 hours; who on or before June 1, 2012, provide the Superintendent of Schools with an irrevocable letter of resignation for retirement purposes in accordance with the form attached in Appendix B; and who retire from District service on or before June 30, 2012, shall receive the following: the District contribution toward the cost of the employee's health insurance premiums in retirement shall be increased to 82% of the premiums, individual or family, as applicable, for the first five years following the date of retirement. This provision will sunset and become null and void effective 11:59:59 p.m. on June 30, 2012. Thereafter, the District shall pay 74% of the premiums for individual coverage and 59% of the premiums for family coverage.

ARTICLE XIV - VACATIONS

- A. Regular full workweek clerical, secretarial groups, facilities and maintenance group employees shall receive paid vacation days according to the following schedule. Except when prior permission is given, vacation days shall only be taken after they are earned and shall not be taken during the first three (3) months of a new employee's employment.

Years of Service	11 month	12 month
<u>ON THIS WORK SCHEDULE</u>	<u>Employee</u>	<u>Employee</u>
1 - 3	9 days	10 days
4 - 6	13 days	15 days
7	17 ½ days	20 days

1. Commencing with the completion of the 7th year, one (1) additional day per year shall be added to vacation, not to exceed 25 days total vacation for 12-month employees and 22 1/2 days for 11-month employees.

Employees who begin their employment after July 1 shall receive a reduced, pro-rated number of paid vacation days during their first year of employment. While vacation entitlement is earned and accumulated based upon time employed each year, it shall be available for use in full at the beginning of each fiscal year, subject to proper approval. If an employee leaves their employment in the District prior to the end of a school year, the number of paid vacation days for that final year will be reduced on a pro-rated basis.

2. All years of service accrued as a 10 and 10 ½ month employee prior to 7/1/78 shall be credited as a full year's service in determining eligibility.
3. Entitlement to vacation time for any period less than a full year shall be accrued on a pro rata basis according to the schedule above. Computation of accrued vacation days during the first year of service shall be made on the basis of the employee's anniversary date and adjusted thereafter to July 1 of each year. For the purpose of this section, an employee who begins service on or after January 1 of any year (12 and 11 month employees) shall be deemed to have completed his/her first year of service on June 30 of the school year following the school year in which he/she began employment. An employee who begins service on or before December 31 (12 month and 11 month employees) shall be deemed to have completed his/her first year of service on June 30 of the same school year in which he/she began employment. An employee that goes from a position in the district with no vacation time and is hired to a position with vacation benefits shall start at year one following the above rule.
4. Twelve month/twenty hour or more a week employees shall be provided 10 vacation days per year. Such days are not to be paid as terminal salary nor can they be accumulated from year to year.

- B. All vacations may be taken only at a time approved by the Superintendent of Schools or his/her designee. If a negative response to a vacation request is given by the employee's immediate supervisor, the employee may appeal the decision to the Supervisor's immediate super-ordinate.
- C. Accumulated vacation days may be paid in cash to the employee if the management cannot arrange for vacation time. However, no employee shall be forced to accept cash in lieu of accumulated vacation time except that no more than twenty (20) days accumulated vacation time may be carried over from one year into the next. This limit shall not apply to vacation accumulated prior to July 1, 1976.

- D. Clerical employees hired prior to 1/1/07 who work in a secondary school building may take no more than ten (10) vacation days when school is in session, the remainder of such vacation days must be taken when school is not in session. All clerical employees, hired on or after 1/1/07 to work in a secondary school building, may take no more than five (5) vacation days when school is in session, the remainder of such vacation days must be taken when school is not in session.
- E. Full work week regular non-teaching personnel who wish to receive paychecks due them during the vacation period on the last working day prior to the onset of vacation may do so by filing written request with the Personnel Office for such payment 30 days in advance of the date the check is to be delivered to the employee.

ARTICLE XV - HOLIDAYS

- A. Regular 12 month clerical and buildings and grounds employees whose normal work week is a full work week (35 hours per week for clerical and 40 hours per week for buildings and grounds) shall be eligible for sixteen (16) paid holidays per year. Regular 11-month employees whose normal workweek is a full workweek (35 hours per week) shall be eligible for fifteen (15) paid holidays per year. The schedule of such holidays for the duration of this Agreement is attached hereto as Appendix "B."
- B. 196-DAY School Year Employees shall have twelve (12) paid holidays per year. All other employees who work 20 hours per week or more shall be guaranteed not less than seven (7) paid holidays per year. Hourly food service workers working 20 hours per week or more hired prior to 7/1/02 shall receive the seven (7) paid holidays per year, regardless of the number of hours they worked prior to 7/1/02. Food service workers that started in this position after 7/1/02 working 24 hours or less shall be eligible for 4 paid holidays, Yom Kippur (If this should fall on the weekend the Holiday will be the 1st Day of Rosh Hashanah), Christmas day, President's day and Good Friday.
- C. If a listed holiday falls on Saturday, the holiday shall be granted on Friday. If a listed holiday falls on Sunday, the holiday shall be granted on Monday. If a listed holiday falls on an employee's scheduled day off due to being assigned a work week other than Monday through Friday, the employee shall receive a compensatory day off for that holiday so that the employee receives the appropriate number of holidays per year.
- D. In no case shall a holiday be granted if school is in session. However, the holiday shall be granted on some other day not interfering with the school calendar.

ARTICLE XVI - JOB SECURITY

- A. Suspension and/or Removal from Position
 - 1. All non-teaching employees who have been employed continuously with the district for a period of 26 work weeks shall be granted permanent status and shall not be removed or otherwise subject to any disciplinary penalty except for incompetence or misconduct shown after a hearing upon stated charges pursuant to the applicable procedures and rules of Suffolk County Civil Service.

2. All employees mentioned above are subject to suspension in accordance with Civil Service Rules and Regulations, but there shall be no termination before a hearing is conducted pursuant to those rules and regulations.
3. All employees in the non-competitive and labor class shall be entitled to the protection in Section 75 of the Civil Service Law of the State of New York.

B. Abolishment of Position

Civil Service Rules and Regulations which control the impact of the abolishment of a competitive classification position, including any "bump and retreat" and recall provision, shall apply to non-competitive and labor classification positions as well. Any employee on permanent status who will be displaced or terminated as the result of the abolishment of a position shall be given 30-calendar days notice.

ARTICLE XVII - REDUCTION IN WORK FORCE

- A. If layoffs of permanent status employees because of reduction in work force become necessary, the administration shall discuss the reduction of work force with the SSEA.
- B. Seasonal, temporary and probationary employees of the job classification shall be laid off before any permanent status employee.
- C. If further reductions in work force of the job classification are to be made, the employees shall be laid off in accordance with the principles of seniority, provided the retained employee can efficiently perform the required work. For the purpose of reduction in permanent status force, seniority shall be job classification wide, provided no employee shall have less seniority in the classification in which he was originally hired than his total district-wide seniority.
- D. When recalls occur, employees shall be recalled in the inverse order in which they were laid off by the District's sending a written notice to the employee registered or certified mail, return receipt requested, or telegram requesting him/her to return to work. An employee shall not be deemed to have waived his/her right to return to work unless he does not report within two (2) weeks of the date of mailing such notice. No new employees of a given classification may be hired until all employees of the particular classification laid off within the past year have been recalled.
 1. The recall list described above shall remain in existence for four (4) years.

ARTICLE XVIII - JOINT COMMITTEE

- A. A joint committee with representation from the SSEA and administrators designated by the Superintendent shall be established to meet as needed up to four times per year and additional meetings as may be requested by either party.
 1. Special meetings shall be held whenever necessary.

- B. The purpose of this committee is to discuss topics of mutual interest and concern, and other items as specified in the Standard Uniform Practices.

ARTICLE XIX – CHANGE IN ASSIGNMENT

Any employee required to perform and assume full responsibility in a higher paying classification for a period of more than ten (10) working days shall be temporarily promoted to and paid at the higher classification commencing with the eleventh (11th) day. When a leave of ten (10) days or more is known in advance, payment at the higher grade will commence on day one. This provision shall not apply to employees who voluntarily perform work in higher classifications without written authorization by the Superintendent or his/her designee. Whenever possible, in the judgment of the respective administrative or supervisory personnel, employees within the building or department in lower classification shall be offered the opportunity for long term substitute positions in the higher classifications.

ARTICLE XX - TRANSFERS

- A. An employee may be transferred from one building to another building and/or from one department to another, so long as the procedure set forth below is followed:
1. The employee(s) is given five (5) working days-prior notice in writing of the transfer. If the transfer involves a change of shift, the District shall, upon request of the employee, allow the employee up to an additional five working days' prior notice.
 2. The Administration has discussed or attempted to discuss the transfer(s) with the SSEA Executive Board or the SSEA President prior to the effective date of the transfer(s).

In the event an emergency occurs, the notification provisions set forth herein above shall not apply.

- B. Employees may request a transfer in response to a posting.
- C. Upon written request, a transferred employee shall be entitled to meet with the Superintendent of Schools, or his/her designee, for the purpose of reviewing the reason(s) for the transfer.

ARTICLE XXI- CLASSIFICATION CHANGES

Should the District contemplate any change in classifications, such action shall not become final without prior notice and discussion with the SSEA. No classification shall be eliminated without prior notice and discussion with the SSEA.

ARTICLE XXII - PROMOTIONS

- A. It is agreed that it is the responsibility of the District and the Administration to secure and select the most highly qualified applicant for job openings.
- B. For there to be a "job opening" there must be a true vacancy in a position. Therefore, this

article shall not apply to the expanding of a job's hours or length of annual service, nor shall it apply to a reclassification of a position where the incumbent shall continue in the reclassified position. Present employees should be encouraged to apply for promotional opportunities and be assured that their qualifications shall be considered for job openings which represent a promotional opportunity. All "job openings" shall be posted. All employees in the unit shall have the opportunity to bid for same, so long as the employee meets the minimum qualifications for the open position.

- C. An employee's salary which is based on night differential that accepts a promotional position and is going to days shall have their new salary calculated by first moving them to the same step on the day schedule and then moving them to a designated salary at least \$1,250 higher than the salary based on the day schedule.
- D. The District shall consider the applications submitted by employees on the basis of seniority, ability, and other qualifications to perform the job efficiently. Persons outside the District may be considered for openings provided unit employees having the requisite ability and qualifications are also considered.

ARTICLE XXIII - ANNOUNCEMENT OF VACANCIES

The District shall comply with the appropriate Board Policy and the Standard Uniform Practices.

ARTICLE XXIV - RETIREMENT

The District shall provide retirement coverage pursuant to Section 75-I of the N.Y. State Employees Retirement System. In addition to Section 75-I, eligible employees may choose to retire under section 41J rules and will have the option of prepaying annual health insurance premiums in lieu of receiving accrued sick day payments.

ARTICLE XXV – UNIFORMS

Uniforms for Buildings and Grounds and Cafeteria personnel shall be supplied by the District at no cost to the employees. The wearing of uniforms shall be required in accordance with the guidelines set forth in the District's letter dated June 26, 1989. During the months of July and August the District shall supply summer shirts to all Buildings and Grounds employees. The District shall provide facility department employees with summer uniforms, including short pants.

ARTICLE XXVI - ASSOCIATION RIGHTS

A. Orientation

Periodically, the Administration shall conduct orientation sessions for all new employees. The SSEA shall be entitled to have its representative present at these sessions to explain the Association's role as bargaining agent to the new employees. Also, the Association shall be provided with lists of new employees after their formal appointment.

B. Seniority Lists

Seniority lists shall be provided to the Association representatives as they are revised by the

District each year.

C. Superintendent's Report

The Secretary of the Association shall be provided with a copy of the Superintendent's Report of Non-Teaching Personnel Actions following approval by the Board.

D. Mailbox and Building Use

The SSEA shall not be denied the reasonable use of the District's inter-office mail system, including mailbox use privileges.

E. Use of Facilities

The SSEA shall not be denied the reasonable use of the District building facilities for Association meetings, provided that application is made through proper channels.

The extra cost to the District of any unusual use permitted by the District shall be borne by the Association.

ARTICLE XXVII - INSURANCE BENEFITS

A. Life Insurance

Regular employees whose normal workweek is 20 hours or more per week shall be eligible to receive Term Life Insurance in the face amount of \$40,000. The District will allow retired employees to carry the life insurance into retirement with 100% cost of the District's annual premium paid by the retiree.

B. Benefit Plan

The District shall contribute \$200,000 each year of the contract period towards an Optical/Prescription/Dental/Hearing Aid Plan. The Trustees of the Plan shall determine the nature and scope of available benefits. The Trustees shall inform the District of any such change within thirty (30) days of the change.

C. Disability Insurance

The District shall contribute \$40,000 annually to the SSEA for its purchase and management of a disability insurance program. Effective July 1, 2012, this amount will be increased to \$55,000 annually. The District will be responsible for paying FICA

D. Flex Plan

A Flexible Benefits Plan shall be provided by the District to unit members.

E. Health Insurance

1. The District shall pay the following percentages of the annual premium for health

insurance coverage (individual and family) offered under the District's insurance plan:

Effective 7/1/10 – 85.5%
Effective 7/1/11 – 85.5%
Effective 7/1/12 – 84.5%
Effective 7/1/13 – 83%
Effective 7/1/14 – 82%

For employees hired on or after May 8, 2012 - 82%

2. Employees enrolled in any HMO health plan shall pay the excess cost, if any, between the premiums (individual or family as applicable) for such HMO plan and the highest of the other plan(s) offered under the District's Plan. The only HMOs available to employees shall be those currently offered by the District.
3. Any employee may waive the right to be covered by health insurance and relieve the District of any obligation for paying premiums on the employee's behalf. An employee who so waives the right to be covered will receive \$1,000, in December of that school year. Such waivers may be renewed annually upon proper written application submitted by the employee no later than June 30. If, for any reason, a person must rejoin the health plan during the school year, that individual may apply to do so and will not receive any payment for any portion of the premiums.
4. The District may, if it desires, replace the health insurance coverage provided under the Suffolk School Employees' Health Plan, with a different plan, provided such new plan provides health insurance coverage substantially equal to the coverage of the Suffolk School Employees Health Plan at the time of the change. At least three (3) months prior to such change, the District shall meet with a committee of the SSEA to consult regarding the contemplated change.
5. All health insurance coverage terms shall be governed by the terms of the Suffolk School Employees Health Plan.
6. The lifetime cap of the health insurance plan shall be \$2,000,000 based on the District's health insurance plan in effect as of July 1, 2002.

F. Dental Insurance

1. The District shall extend its dental insurance to employees eligible to receive health insurance benefits.
2. The District shall pay 80% for employees' dental insurance premiums (family & individual).

ARTICLE XXVIII - CONFERENCE FUND/INSERVICE EDUCATION

- A. The District shall establish an annual \$10,000 conference fund to be utilized by members of the SSEA. The fund may be employed to underwrite employee expenses for attendance at conferences, workshop and appropriate in-service and college courses to a maximum of \$4,000. The remaining dollars to be used by members of this Association upon application

to the Superintendent of Schools or his/her designee under rules promulgated via a cooperative endeavor of the Superintendent of Schools and representatives of the SSEA. The following conditions apply to utilization of the fund:

1. No individual is to engage in more than two activities or be absent more than three (3) workdays during a given school year for such activities.
 2. A maximum of \$200 per activity (including all expenses) will be allowed. This amount will be increased to \$300 per activity, effective May 8, 2012.
 3. Expenses are not prepaid by the District. An allowance is permitted for travel by automobile. The maximum limit for meals in one day is \$25.00. The maximum for a single meal is \$15.00.
 4. Use of the fund must be given prior approval by the employee's immediate supervisor and the Assistant Superintendent for Personnel. Appropriate forms will be provided.
 5. Should funds be left over at the end of the year, employee reimbursements will be increased using the left over funds on a pro rata basis for previously unreimbursed expenses. Thereafter, any remaining funds will be transferred to the District's general fund. Prior to increasing reimbursements, the District will notify the Association Co-Presidents of the amount of the left over funds and how the funds will be redistributed.
- B. All District required in-service education shall be provided during regular work hours or if conducted at other times funded at the employee's regular hourly rate.

ARTICLE XXIX - PERSONNEL FILES

- A. An employee shall receive a copy of any material filed in his personnel folder on or after July 1, 1975, which does not bear his/her signature, except for routine reporting forms.
- B. The employee shall have the right to answer any material filed and his/her answer shall be attached to the filed copy. The answer must be submitted within 20 school days of the employee's receipt of a copy of the material to be filed in the folder.

ARTICLE XXX - UNEMPLOYMENT INSURANCE ELIGIBILITY

- A. Each member of the Unit employed by the District for less than a full twelve (12) month period, who is employed in any capacity by the District as of the last day of any academic year or term, or the last day preceding any customary and established school vacation period, holiday recess of schools or other school recess, shall continue to be employed in the same capacity at the commencement of the ensuing academic year or term and at the commencement of the period immediately following such vacation period, holiday recess or other school recess, unless such unit member is given written notice before the last day of such academic year or term or the last day preceding such vacation period, holiday recess or other school recess that his/her said services will not be resumed at the commencement of the aforesaid ensuing academic year or term, or period immediately following such holiday vacation or recess.

- B. It is understood and agreed that subject to the specific provisions of this Article relating to continuation of services, the provisions of this Article are not intended to nor shall same be construed:
1. To deprive any unit member employed by the District legal employment rights that such employee possesses in the absence of this Article.
 2. To deprive the District of any legal rights to terminate at any time any employee of the aforesaid unit that the District possesses in the absence of this Article.

ARTICLE XXXI - WORKERS' COMPENSATION PAYMENTS

- A. All employees whose benefits include the provision and accrual of sick days injured on the job and, therefore, qualifying for Workers' Compensation, shall be eligible for "extended salary", after his/her sick leave account is exhausted.
1. The "extended salary" shall consist of a salary amount representing the difference between his/her full salary at the time of the injury and any other salary benefit to which the employee is entitled as the result of his/her employment, e.g. Long Term Disability Benefits (including any benefits which are offsets to the Long Term Disability Policy), and Workers' Compensation payments. The "extended salary" benefit shall terminate upon the employee's retirement from the District.
 2. For employees that were out on Workers' Compensation on or before on 8/26/02, the "extended salary" benefit will be provided for a period of time not to exceed the equivalent of 10% of the total number of weeks the employee has been employed by the District up to a maximum of one year.
 3. The "extended salary" benefit will be provided for a period of time not to exceed the equivalent of 10% of the total number of weeks the employee has been employed by the District up to a maximum of six (6) months.
 4. Proof of Medical Disability must be provided on a continual basis by the employee's physician in order to maintain eligibility for "extended salary," subject to usual review by the District's Claims Administrators. Unless the employee has retired from the District prior to the issuance of a Workers' Compensation award in his/her favor, upon receipt by the District of the Notice of Decision by the Workers' Compensation Board, the District will reinstate sick leave days to the credit of the employee on the basis of the award to the District, less the amount of "extended salary" benefit provided. The amount of the award after the foregoing subtraction is divided by the employee's daily rate of pay to establish the total number of days to be re-credited to the employee's sick leave account. If the "extended salary" benefit has exceeded the "award to the District," the employee shall reimburse the District for any excess advanced, unless the employee has previously retired from the District.
- B. The District shall implement a managerial care plan to be used by all employees seeking Workers' Compensation payments. Employee participation in such plan shall be required for a maximum of thirty days commencing on the date of notification to the District by the employee of a qualifying injury. After the 30 day period, the employee may choose a

medical practitioner of her/her choice.

ARTICLE XXXII - TAYLOR LAW NOTICE

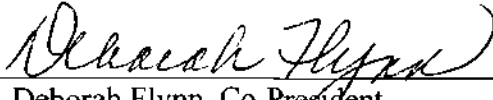
IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

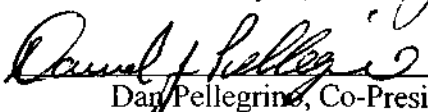
ARTICLE XXXIII - TERM OF AGREEMENT

This written agreement shall be a five year contract effective as of July 1, 2010 and shall continue in effect through June 30, 2015. This written agreement cannot be extended orally.

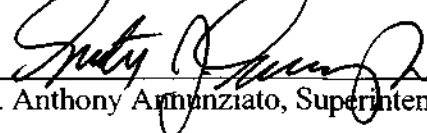
IN WITNESS WHEREOF, the parties hereto have caused their presence to be signed and sealed.

SMITHTOWN SCHOOLS EMPLOYEES ASSOCIATION

BY: 
Deborah Flynn, Co-President

BY: 
Dan Pellegrino, Co-President

SMITHTOWN CENTRAL SCHOOL DISTRICT

BY: 
Dr. Anthony Amunziato, Superintendent of Schools

Ratified by:

SSEA on 5/8/12

Board of Education on 5/8/12

APPENDICES

APPENDIX "A"

SALARIES

Step Placement

A.	<p>Movement from step to step of a schedule shall be automatic on July 1st of the new school year, except that automatic step increments may be withheld from an employee for less than satisfactory service. Before increment is withheld this should be discussed with the employee and, if desired by the employee, with a SSEA representative.</p> <ol style="list-style-type: none">1. Effective July 1, 2012, a new entry Step, E1, will be added to the schedule in an amount 2% less than the entry step, E, on the new 2012-2013 school year salary schedule.2. Effective July 1, 2012, a new step 10A will be added to the salary schedule in an amount equal to 1.75% above step 10. Employees eligible for step increment who were on step 10 during the 2011-2012 school year will be moved to step 10A effective July 1, 2012, notwithstanding the provisions of paragraph iv below.3. Effective July 1, 2012, contractual employees will advance one-half step, i.e., each employee eligible for step movement will advance to an amount one-half way between the employee's step on June 30, 2012 and the next step on the schedule to which the employee would have advanced on July 1, 2012, if any. This half step movement represents the first of two half step movements agreed upon by the parties. The half steps shall be denoted as .5 on the annexed 2012-2013 school year salary schedules. Notwithstanding paragraph 2 above, employees hired for the new entry step E1 during the 2012-2013 school year only will be placed on E1.5.4. During the 2012-2013 school year only, any employee who moves to step 10A and whose combined 2011-2012 school year step 10 base salary plus any stipend received pursuant to "F" and "H" is less than his/her salary on step 10A, shall receive a one-time lump sum payment in an amount equal to the difference between his/her step 10A salary and his/her 2011-2012 school year step 10 base salary plus any stipend received pursuant to "F" and "H".5. Effective July 1, 2012, Computer Lab Assistants will be reclassified as Grade 16.6. Effective July 1, 2013, employees eligible for step movement will advance one full step on the salary schedule, if any, from the .5 step on which each was on during the 2012-2013 school year to the next .5 step. Employees hired for the new entry step E1 during the 2013-2014 school year only will be placed on E1.5.7. Effective July 1, 2014, Computer Laboratory Assistants will be reclassified as Grade 17.8. Effective July 1, 2014, employees will advance one-half step, i.e., each employee eligible for step movement shall be advanced from his/her 2013-2014 school year .5 step, if applicable, to the next step on the schedule. This one-half step movement represents the second of two one-half step movements agreed upon by the parties. The .5 steps on the 2013-2014 school year salary schedules shall be eliminated, except for steps 5A and 6A.9. The net effect of the "incremental step movement" delineated above is that unit members hired prior to the 2012-2013 school year, who are eligible for step movement during the 2012-2013, 2013-2014 and 2014-2015 school years, only will advance a net of two full steps in three years.
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B.	A new employee commencing regular full workweek service with the District after January 1 shall be held at his/her current step for the following year.
C.	In the event an employee is promoted, other than on a temporary basis, to a higher grade position, he/she shall normally be assigned to a step with a designated salary at least \$1,000 higher than the former salary. However, the employee shall not be assigned to a step higher on the new grade level than his/her current step. An employee's salary which is based on night differential that accepts a promotional position and is going to days shall have their new salary calculated by first moving them to the same step on the day schedule and then moving them to a designated salary at least \$1,000 higher than the salary based on the day schedule. Effective July 1, 2012, "\$1000" will be increased to "\$1,250" throughout this paragraph.
D.	In the event of a demotion, voluntary or compulsory, an employee shall be placed in the salary step he would have normally attained on his previous salary schedule.
E.	Only new employees (including temp. pk. and temporary employees that were not regular employees prior to their temporary appointments) will start on the entry level step. All regular employees that move to a contract salary will start on step 1.
F.	Any non-contractual hourly employee who (a) has worked more than ten (10) but less than fifteen (15) full years for the District, (b) regularly works twenty (20) or more hours per week for the District, and (c) is not scheduled to receive a "step increment", shall be paid an annual stipend of \$500.00. Effective with the 2012-2013 school year, this stipend shall be paid in the second payroll in September. Effective July 1, 2012, this stipend will only apply to non-contractual employees.
G.	Any non-contractual hourly employee who (a) has worked more than ten (10) but less than fifteen (15) full years for the District, (b) regularly works fewer than twenty (20) hours per week for the District, and (c) is not scheduled to receive a "step increment", shall be paid an annual stipend of \$100.00. Effective with the 2012-2013 school year, this stipend shall be paid in the second payroll in September. Effective July 1, 2012, this stipend will only apply to non-contractual hourly employees.
H.	Any non-contractual hourly employee who (a) has worked more than fifteen (15) full years for the District, (b) regularly works twenty (20) hours or more per week for the District, and (c) is not scheduled to receive a "step increment", shall be paid an annual stipend of \$750.00. Effective with the 2012-2013 school year, this stipend shall be paid in the second payroll in September. Effective July 1, 2012, this stipend will only apply to non-contractual hourly employees.
I.	Any non-contractual hourly employee who (a) has worked more than fifteen (15) full years for the District, (b) regularly works fewer than twenty (20) hours per week for the District, and (c) is not scheduled to receive a "step increment", shall be paid an annual stipend of \$150.00. Effective with the 2012-2013 school year, this stipend shall be paid in the second payroll in September. Effective July 1, 2012, this stipend will only apply to non-contractual hourly employees.

1. Clerical, Custodial and Maintenance Grade Allocation

A. Clerical

Grade 11	Mail Clerk
Grade 13	Library Clerk/Clerk
Grade 15	Clerk Typist PBX Operator Data Entry Operator Switchboard Operator
Grade 16	Duplicating Machine Operator I Stock Clerk
Grade 17	Senior Clerk Typist Account Clerk Duplicating Machine Operator II Teacher Aide/Secondary Account Clerk Typist
Grade 18	Computer Programmer/Trainee Computer Operator II
Grade 19	Office Systems Technician Switchboard Supervisor
Grade 20	Senior Stenographer Senior Account Clerk Senior Account Clerk Typist Teacher Aide/Learning Center Principal Clerk Computer Operator III Sr. Data Proc. Equip. Opr. Sr. Clerk Typists For Elem.& Secondary Principals (One Per Building) (In-District Title Elem. & Sec. Principal's Secretary)
Grade 21	Secretary for Benefits
Grade 22	Attendance Assistant Principal Account Clerk Microcomputer Repair Technician Employee Benefits Supervisor Office Applications Specialists

Grade 23 Computer Operator IV
Duplicating Machine Operator III

Grade 24 Print Shop Supervisor
Senior Office Application Specialist
Technical Support Representative
Payroll Supervisor

B. Custodial and Maintenance

Grade 16 Custodial Worker I
Laborer
Dispatcher

Grade 17 Material Control Clerk
Driver Messenger/Auto Equip. Operator
CWI Floater

Grade 18 Custodial Worker II
Grounds I
Maintenance Mechanic I

Grade 19 Senior Security Guard
Senior Guard

Grade 20 Maintenance Mechanic II/Auto Mechanic
Grounds Keeper II (Employees Hired In This
Position After 7/1/02)

Grade 21 Groundskeeper II (Employees In This Position
Prior to 7/1/02)
Head Custodian

Grade 22 Maintenance Mechanic III
Chief Custodian – Freshman Campus, New York
Avenue, Accomsett Middle School, Nesaquake,
Great Hollow (Employees Hired As Chief @Great
Hollow After 7/1/02)
Auto Mechanic III
Warehouse Worker II
Groundskeeper III

Grade 23 Preventive Maintenance Supervisor
Grounds Maintenance Supervisor
District Chief

Grade 24 Storekeeper
Chief Custodian – High Schools – Smithtown

Middle School (only one Middle School at this time)
MM IV

2. Aides - Monitors/School Year

Grade 11	Micrographics Operator I AV Aide
Grade 12	Aide/Library Proc. Special Ed. Aide Living Materials Center Aide Career Guidance Technician AV Prod. Spec. Elem. Teacher Aide Lab Aides Teacher Aide
Grade 13	Senior Micrographics Operator
Grade 14	Special Ed. Aide For Sp. Programs (CAP)
Grade 15	Computer Laboratory Assistant
Grade 16 - Eff. July 1, 2012	Computer Laboratory Assistant
Grade 17 - Eff. July 1, 2014	Computer Laboratory Assistant

3. School Lunch Personnel

Grade 7	Food Service Worker
Grade 10	Lead Food Service Worker - Elementary
Grade 11	Lead Food Service Worker – High Schools, Freshman Campus, Middle School, Great Hollow, Nesaquake
Grade 12	Assistant Cook - HS & Middle Schools Senior Cashier
Grade 13	Head Cook
Grade 15	Cook-Manager

2010-11 Salary Schedules SSEA 12-Month

12 Mo.		Salary Grade								
Salary Step		Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E		\$23,954	\$25,156	\$26,413	\$27,732	\$29,122	\$30,577	\$32,104	\$33,712	\$35,392
1		\$24,435	\$25,661	\$26,938	\$28,287	\$29,704	\$31,186	\$32,745	\$34,382	\$36,099
2		\$25,480	\$26,732	\$28,076	\$29,473	\$30,948	\$32,499	\$34,120	\$35,820	\$37,617
3		\$26,561	\$27,882	\$29,276	\$30,737	\$32,277	\$33,896	\$35,586	\$37,366	\$39,235
4		\$27,725	\$29,110	\$30,572	\$32,092	\$33,698	\$35,385	\$37,152	\$39,009	\$40,960
5		\$28,976	\$30,424	\$31,938	\$33,539	\$35,212	\$36,979	\$38,824	\$40,769	\$42,807
6		\$30,302	\$31,819	\$33,404	\$35,078	\$36,833	\$38,671	\$40,610	\$42,640	\$44,773
7		\$32,531	\$34,163	\$35,875	\$37,668	\$39,545	\$41,523	\$43,598	\$45,777	\$48,070
8		\$34,180	\$35,891	\$37,689	\$39,575	\$41,546	\$43,624	\$45,805	\$48,094	\$50,500
9		\$35,204	\$36,968	\$38,821	\$40,764	\$42,794	\$44,934	\$47,179	\$49,536	\$52,018
10		\$36,217	\$38,026	\$39,934	\$41,931	\$44,022	\$46,221	\$48,533	\$50,961	\$53,511

Salary Step		Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E		\$37,170	\$39,025	\$40,871	\$43,021	\$45,173	\$47,428	\$49,800	\$52,290	\$54,911
1		\$37,913	\$39,803	\$41,791	\$43,883	\$46,077	\$48,379	\$50,796	\$53,333	\$56,006
2		\$39,497	\$41,473	\$43,541	\$45,727	\$48,007	\$50,412	\$52,926	\$55,576	\$58,359
3		\$41,193	\$43,264	\$45,421	\$47,692	\$50,071	\$52,576	\$55,207	\$57,968	\$60,869
4		\$43,009	\$45,159	\$47,419	\$49,784	\$52,276	\$54,888	\$57,631	\$60,521	\$63,544
5		\$44,944	\$47,200	\$49,550	\$52,026	\$54,635	\$57,358	\$60,228	\$63,242	\$66,402
6		\$47,007	\$49,364	\$51,833	\$54,424	\$57,140	\$59,999	\$63,001	\$66,150	\$69,457
7		\$50,474	\$52,998	\$55,644	\$58,431	\$61,354	\$64,416	\$67,635	\$71,022	\$74,575
8		\$53,026	\$55,678	\$58,458	\$61,391	\$64,456	\$67,676	\$71,060	\$74,615	\$78,347
9		\$54,618	\$57,348	\$60,213	\$63,231	\$66,388	\$69,705	\$73,191	\$76,852	\$80,696
10		\$56,182	\$58,995	\$61,946	\$65,049	\$68,302	\$71,715	\$75,295	\$79,057	\$83,016

**2010-11 Salary Schedules
SSEA 12-Month
with Night Differential**

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E	\$39,407	\$41,372	\$43,441		\$47,892	\$50,288	\$52,800	\$55,428	\$58,216
1	\$40,196	\$42,201	\$44,310		\$48,851	\$51,294	\$53,856	\$56,536	\$59,379
2	\$41,877	\$43,967	\$46,165		\$50,899	\$53,447	\$56,118	\$58,911	\$61,873
3	\$43,679	\$45,867	\$48,159		\$53,086	\$55,742	\$58,532	\$61,447	\$64,533
4	\$45,604	\$47,878	\$50,277		\$55,428	\$58,196	\$61,118	\$64,154	\$67,376
5	\$47,654	\$50,040	\$52,535		\$57,926	\$60,816	\$63,856	\$67,035	\$70,402
6	\$49,844	\$52,338	\$54,955		\$60,580	\$63,611	\$66,794	\$70,119	\$73,638
7	\$53,512	\$56,190	\$58,997		\$65,048	\$68,299	\$71,712	\$75,284	\$79,066
8	\$56,223	\$59,035	\$61,980		\$68,339	\$71,755	\$75,340	\$79,093	\$83,064
9	\$57,907	\$60,805	\$63,841		\$70,390	\$73,906	\$77,603	\$81,462	\$85,559
10	\$59,566	\$62,561	\$65,678		\$72,420	\$76,035	\$79,831	\$83,801	\$88,017

2010-11 Salary Schedules **SSEA 12-Month 6 Hours Per Day**

		Salary Grade								
Salary Step		Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E		\$20,532	\$21,561	\$22,639	\$23,769	\$24,962	\$26,208	\$27,519	\$28,895	\$30,337
1		\$20,945	\$21,995	\$23,091	\$24,246	\$25,461	\$26,732	\$28,069	\$29,472	\$30,942
2		\$21,823	\$22,912	\$24,066	\$25,261	\$26,526	\$27,855	\$29,246	\$30,703	\$32,242
3		\$22,766	\$23,899	\$25,094	\$26,345	\$27,666	\$29,052	\$30,501	\$32,028	\$33,630
4		\$23,765	\$24,950	\$26,205	\$27,507	\$28,884	\$30,330	\$31,845	\$33,437	\$35,108
5		\$24,837	\$26,077	\$27,376	\$28,745	\$30,183	\$31,696	\$33,277	\$34,944	\$36,692
6		\$25,974	\$27,274	\$28,631	\$30,057	\$31,572	\$33,147	\$34,808	\$36,550	\$38,376
7		\$27,883	\$29,283	\$30,750	\$32,288	\$33,897	\$35,590	\$37,369	\$39,236	\$41,202
8		\$29,297	\$30,764	\$32,304	\$33,921	\$35,611	\$37,392	\$39,261	\$41,221	\$43,286
9		\$30,174	\$31,687	\$33,275	\$34,940	\$36,682	\$38,515	\$40,439	\$42,458	\$44,586
10		\$31,044	\$32,593	\$34,228	\$35,940	\$37,733	\$39,618	\$41,599	\$43,681	\$45,866

Salary Step		Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E		\$31,858	\$33,450	\$35,117	\$36,875	\$38,720	\$40,653	\$42,687	\$44,821	\$47,066
1		\$32,498	\$34,116	\$35,821	\$37,614	\$39,496	\$41,468	\$43,539	\$45,715	\$48,005
2		\$33,854	\$35,548	\$37,320	\$39,193	\$41,151	\$43,210	\$45,366	\$47,637	\$50,022
3		\$35,310	\$37,082	\$38,933	\$40,879	\$42,917	\$45,065	\$47,321	\$49,688	\$52,175
4		\$36,864	\$38,707	\$40,643	\$42,672	\$44,808	\$47,046	\$49,398	\$51,875	\$54,466
5		\$38,524	\$40,456	\$42,473	\$44,593	\$46,830	\$49,166	\$51,626	\$54,207	\$56,916
6		\$40,293	\$42,312	\$44,427	\$46,649	\$48,978	\$51,427	\$54,000	\$56,700	\$59,535
7		\$43,265	\$45,426	\$47,694	\$50,084	\$52,588	\$55,215	\$57,973	\$60,875	\$63,922
8		\$45,452	\$47,725	\$50,107	\$52,621	\$55,247	\$58,008	\$60,909	\$63,956	\$67,156
9		\$46,816	\$49,155	\$51,611	\$54,199	\$56,904	\$59,747	\$62,736	\$65,874	\$69,168
10		\$48,156	\$50,566	\$53,096	\$55,755	\$58,545	\$61,469	\$64,538	\$67,762	\$71,157

2010-11 Salary Schedules
SSEA 12-Month Hourly
Based on 12-Month Contract Salary Divided by 8

Salary Grade	
Salary Step	
E	\$11.47 \$12.05 \$12.65 \$13.28 \$13.95 \$14.64 \$15.38 \$16.15 \$16.95
1	\$11.70 \$12.29 \$12.90 \$13.55 \$14.23 \$14.94 \$15.68 \$16.47 \$17.29
2	\$12.19 \$12.80 \$13.45 \$14.12 \$14.82 \$15.56 \$16.34 \$17.16 \$18.02
3	\$12.72 \$13.35 \$14.02 \$14.72 \$15.46 \$16.23 \$17.04 \$17.90 \$18.79
4	\$13.28 \$13.94 \$14.64 \$15.37 \$16.14 \$16.95 \$17.79 \$18.68 \$19.62
5	\$13.88 \$14.57 \$15.30 \$16.06 \$16.86 \$17.71 \$18.59 \$19.53 \$20.50
6	\$14.51 \$15.24 \$16.00 \$16.80 \$17.64 \$18.52 \$19.45 \$20.42 \$21.44
7	\$15.58 \$16.36 \$17.18 \$18.04 \$18.94 \$19.89 \$20.88 \$21.92 \$23.02
8	\$16.37 \$17.19 \$18.05 \$18.95 \$19.90 \$20.89 \$21.94 \$23.03 \$24.19
9	\$16.86 \$17.70 \$18.59 \$19.52 \$20.50 \$21.52 \$22.60 \$23.72 \$24.91
10	\$17.35 \$18.21 \$19.13 \$20.08 \$21.08 \$22.14 \$23.24 \$24.41 \$25.63

Salary Grade	
Salary Step	
E	\$17.80 \$18.69 \$19.62 \$20.60 \$21.63 \$22.71 \$23.85 \$25.04 \$26.30
1	\$18.16 \$19.06 \$20.01 \$21.02 \$22.07 \$23.17 \$24.33 \$25.54 \$26.82
2	\$18.92 \$19.86 \$20.85 \$21.90 \$22.99 \$24.14 \$25.35 \$26.62 \$27.95
3	\$19.73 \$20.72 \$21.75 \$22.84 \$23.98 \$25.18 \$26.44 \$27.76 \$29.15
4	\$20.60 \$21.63 \$22.71 \$23.84 \$25.04 \$26.29 \$27.60 \$28.99 \$30.43
5	\$21.52 \$22.61 \$23.73 \$24.92 \$26.17 \$27.47 \$28.84 \$30.29 \$31.80
6	\$22.51 \$23.64 \$24.82 \$26.07 \$27.37 \$28.74 \$30.17 \$31.68 \$33.26
7	\$24.17 \$25.38 \$26.65 \$27.98 \$29.38 \$30.85 \$32.39 \$34.01 \$35.72
8	\$25.40 \$26.67 \$28.00 \$29.40 \$30.87 \$32.41 \$34.03 \$35.74 \$37.52
9	\$26.16 \$27.47 \$28.84 \$30.28 \$31.80 \$33.38 \$35.05 \$36.81 \$38.65
10	\$26.91 \$28.25 \$29.67 \$31.15 \$32.71 \$34.35 \$36.06 \$37.86 \$39.76

2010-11 Salary Schedules
SSEA 12-Month Hourly
Based on 12-Month Contract Salary Divided by 7

		Salary Grade								
Salary Step		Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E		\$13.11	\$13.77	\$14.46	\$15.18	\$15.94	\$16.74	\$17.57	\$18.45	\$19.37
1		\$13.37	\$14.05	\$14.74	\$15.48	\$16.26	\$17.07	\$17.92	\$18.82	\$19.76
2		\$13.94	\$14.63	\$15.37	\$16.13	\$16.94	\$17.79	\$18.68	\$19.61	\$20.59
3		\$14.54	\$15.26	\$16.02	\$16.82	\$17.67	\$18.55	\$19.48	\$20.45	\$21.48
4		\$15.18	\$15.93	\$16.73	\$17.57	\$18.44	\$19.37	\$20.33	\$21.35	\$22.42
5		\$15.86	\$16.65	\$17.48	\$18.36	\$19.27	\$20.24	\$21.25	\$22.31	\$23.43
6		\$16.59	\$17.42	\$18.28	\$19.20	\$20.16	\$21.17	\$22.23	\$23.34	\$24.51
7		\$17.81	\$18.70	\$19.64	\$20.62	\$21.64	\$22.73	\$23.86	\$25.06	\$26.31
8		\$18.71	\$19.64	\$20.63	\$21.66	\$22.74	\$23.88	\$25.07	\$26.32	\$27.64
9		\$19.27	\$20.23	\$21.25	\$22.31	\$23.42	\$24.59	\$25.82	\$27.11	\$28.47
10		\$19.82	\$20.81	\$21.86	\$22.95	\$24.10	\$25.30	\$26.56	\$27.89	\$29.29
Salary Step		Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E		\$20.34	\$21.36	\$22.43	\$23.55	\$24.73	\$25.96	\$27.26	\$28.62	\$30.06
1		\$20.75	\$21.79	\$22.87	\$24.02	\$25.22	\$26.48	\$27.80	\$29.19	\$30.65
2		\$21.62	\$22.70	\$23.83	\$25.03	\$26.28	\$27.59	\$28.97	\$30.42	\$31.94
3		\$22.55	\$23.68	\$24.86	\$26.10	\$27.41	\$28.78	\$30.22	\$31.73	\$33.32
4		\$23.54	\$24.72	\$25.95	\$27.25	\$28.61	\$30.04	\$31.54	\$33.13	\$34.78
5		\$24.60	\$25.83	\$27.12	\$28.48	\$29.90	\$31.39	\$32.97	\$34.62	\$36.34
6		\$25.73	\$27.02	\$28.37	\$29.79	\$31.28	\$32.84	\$34.48	\$36.21	\$38.02
7		\$27.63	\$29.01	\$30.46	\$31.98	\$33.58	\$35.26	\$37.02	\$38.87	\$40.82
8		\$29.02	\$30.48	\$32.00	\$33.60	\$35.28	\$37.04	\$38.89	\$40.84	\$42.88
9		\$29.89	\$31.39	\$32.96	\$34.61	\$36.34	\$38.15	\$40.06	\$42.06	\$44.17
10		\$30.75	\$32.29	\$33.91	\$35.60	\$37.38	\$39.25	\$41.21	\$43.27	\$45.44

2010-11 Salary Schedules
SSEA 12-Month Hourly
Based on 12-Month Contracted Night Differential Salary Divided by 8

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E	\$18.87	\$19.81	\$20.81		\$22.94	\$24.08	\$25.29	\$26.55	\$27.88
1	\$19.25	\$20.21	\$21.22		\$23.40	\$24.57	\$25.79	\$27.08	\$28.44
2	\$20.06	\$21.06	\$22.11		\$24.38	\$25.60	\$26.88	\$28.21	\$29.63
3	\$20.92	\$21.97	\$23.06		\$25.42	\$26.70	\$28.03	\$29.43	\$30.91
4	\$21.84	\$22.93	\$24.08		\$26.55	\$27.87	\$29.27	\$30.73	\$32.27
5	\$22.82	\$23.97	\$25.16		\$27.74	\$29.13	\$30.58	\$32.10	\$33.72
6	\$23.87	\$25.07	\$26.32		\$29.01	\$30.47	\$31.99	\$33.58	\$35.27
7	\$25.63	\$26.91	\$28.26		\$31.15	\$32.71	\$34.34	\$36.06	\$37.87
8	\$26.93	\$28.27	\$29.68		\$32.73	\$34.37	\$36.08	\$37.88	\$39.78
9	\$27.73	\$29.12	\$30.58		\$33.71	\$35.40	\$37.17	\$39.01	\$40.98
10	\$28.53	\$29.96	\$31.45		\$34.68	\$36.42	\$38.23	\$40.13	\$42.15

2010-11 Salary Schedules SSEA 11-Month

Salary Grade		Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
Salary Step										
E		\$22,029	\$23,132	\$24,283	\$25,498	\$26,776	\$28,115	\$29,522	\$30,992	\$32,540
1		\$22,471	\$23,596	\$24,769	\$26,008	\$27,312	\$28,677	\$30,112	\$31,611	\$33,194
2		\$23,408	\$24,581	\$25,817	\$27,097	\$28,451	\$29,883	\$31,372	\$32,935	\$34,589
3		\$24,418	\$25,638	\$26,924	\$28,262	\$29,675	\$31,162	\$32,718	\$34,358	\$36,079
4		\$25,491	\$26,764	\$28,105	\$29,506	\$30,985	\$32,532	\$34,163	\$35,872	\$37,663
5		\$26,640	\$27,969	\$29,369	\$30,837	\$32,381	\$34,004	\$35,700	\$37,484	\$39,362
6		\$27,863	\$29,256	\$30,715	\$32,259	\$33,866	\$35,560	\$37,346	\$39,211	\$41,173
7		\$29,915	\$31,413	\$32,985	\$34,634	\$36,363	\$38,184	\$40,091	\$42,114	\$44,201
8		\$31,428	\$32,998	\$34,654	\$36,388	\$38,200	\$40,115	\$42,120	\$44,246	\$46,438
9		\$32,372	\$33,990	\$35,691	\$37,476	\$39,347	\$41,318	\$43,385	\$45,574	\$47,832
10		\$33,304	\$34,967	\$36,717	\$38,559	\$40,480	\$42,504	\$44,632	\$46,867	\$49,208
Salary Grade		Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
Salary Step										
E		\$34,178	\$35,880	\$37,675	\$39,563	\$41,534	\$43,613	\$45,790	\$48,082	\$50,491
1		\$34,860	\$36,598	\$38,428	\$40,348	\$42,363	\$44,485	\$46,704	\$49,044	\$51,501
2		\$36,317	\$38,133	\$40,039	\$42,045	\$44,144	\$46,357	\$48,668	\$51,098	\$53,662
3		\$37,879	\$39,778	\$41,767	\$43,855	\$46,043	\$48,344	\$50,767	\$53,306	\$55,967
4		\$39,542	\$41,525	\$43,604	\$45,777	\$48,070	\$50,469	\$52,998	\$55,648	\$58,429
5		\$41,325	\$43,398	\$45,561	\$47,836	\$50,240	\$52,743	\$55,381	\$58,152	\$61,055
6		\$43,228	\$45,390	\$47,660	\$50,041	\$52,537	\$55,169	\$57,927	\$60,823	\$63,861
7		\$46,410	\$48,731	\$51,165	\$53,732	\$56,415	\$59,232	\$62,193	\$65,302	\$68,569
8		\$48,755	\$51,195	\$53,754	\$56,451	\$59,273	\$62,226	\$65,338	\$68,608	\$72,039
9		\$50,221	\$52,732	\$55,369	\$58,144	\$61,051	\$64,093	\$67,300	\$70,665	\$74,201
10		\$51,663	\$54,250	\$56,958	\$59,814	\$62,808	\$65,940	\$69,237	\$72,692	\$76,333

2010-11 Salary Schedules
SSEA 196 Day, SY/7 Hours

		Salary Grade								
Salary Step		Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E		\$18,006	\$18,909	\$19,848	\$20,843	\$21,888	\$22,979	\$24,129	\$25,336	\$26,601
1		\$18,365	\$19,287	\$20,244	\$21,257	\$22,325	\$23,441	\$24,611	\$25,842	\$27,134
2		\$19,136	\$20,093	\$21,101	\$22,150	\$23,256	\$24,424	\$25,643	\$26,925	\$28,268
3		\$19,964	\$20,955	\$22,003	\$23,103	\$24,259	\$25,475	\$26,748	\$28,085	\$29,489
4		\$20,842	\$21,874	\$22,974	\$24,120	\$25,327	\$26,595	\$27,924	\$29,322	\$30,783
5		\$21,773	\$22,863	\$24,004	\$25,212	\$26,466	\$27,792	\$29,173	\$30,639	\$32,179
6		\$22,777	\$23,915	\$25,108	\$26,366	\$27,684	\$29,067	\$30,526	\$32,050	\$33,650
7		\$24,447	\$25,677	\$26,961	\$28,310	\$29,720	\$31,208	\$32,771	\$34,404	\$36,129
8		\$25,686	\$26,974	\$28,323	\$29,742	\$31,228	\$32,787	\$34,428	\$36,147	\$37,958
9		\$26,456	\$27,785	\$29,172	\$30,633	\$32,162	\$33,770	\$35,462	\$37,230	\$39,097
10		\$27,220	\$28,581	\$30,013	\$31,513	\$33,089	\$34,744	\$36,476	\$38,305	\$40,225

		Salary Grade								
Salary Step		Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E		\$27,936	\$29,328	\$30,793	\$32,335	\$33,952	\$35,650	\$37,429	\$39,297	\$41,270
1		\$28,497	\$29,912	\$31,411	\$32,984	\$34,632	\$36,365	\$38,178	\$40,084	\$42,096
2		\$29,689	\$31,170	\$32,720	\$34,366	\$36,081	\$37,887	\$39,780	\$41,772	\$43,860
3		\$30,958	\$32,515	\$34,143	\$35,840	\$37,633	\$39,517	\$41,491	\$43,567	\$45,748
4		\$32,322	\$33,941	\$35,640	\$37,418	\$39,289	\$41,254	\$43,316	\$45,486	\$47,759
5		\$33,780	\$35,471	\$37,244	\$39,104	\$41,062	\$43,114	\$45,270	\$47,533	\$49,908
6		\$35,335	\$37,104	\$38,956	\$40,904	\$42,944	\$45,095	\$47,351	\$49,717	\$52,203
7		\$37,932	\$39,829	\$41,824	\$43,918	\$46,113	\$48,417	\$50,838	\$53,377	\$56,046
8		\$39,853	\$41,845	\$43,943	\$46,139	\$48,446	\$50,867	\$53,412	\$56,078	\$58,884
9		\$41,047	\$43,100	\$45,260	\$47,524	\$49,899	\$52,393	\$55,017	\$57,757	\$60,650
10		\$42,228	\$44,339	\$46,559	\$48,894	\$51,336	\$53,897	\$56,594	\$59,424	\$62,394

**2010-11 Salary Schedules
SSEA 196 Day, SY/6 Hours**

		Salary Grade								
Salary Step		Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E		\$15,433	\$16,205	\$17,015	\$17,865	\$18,763	\$19,698	\$20,681	\$21,715	\$22,801
1		\$15,740	\$16,529	\$17,354	\$18,222	\$19,136	\$20,091	\$21,092	\$22,149	\$23,255
2		\$16,398	\$17,222	\$18,086	\$18,988	\$19,935	\$20,936	\$21,981	\$23,074	\$24,234
3		\$17,110	\$17,960	\$18,859	\$19,805	\$20,795	\$21,832	\$22,928	\$24,077	\$25,279
4		\$17,862	\$18,754	\$19,691	\$20,673	\$21,711	\$22,791	\$23,935	\$25,132	\$26,385
5		\$18,668	\$19,599	\$20,574	\$21,608	\$22,683	\$23,823	\$25,010	\$26,264	\$27,576
6		\$19,520	\$20,495	\$21,520	\$22,598	\$23,724	\$24,914	\$26,164	\$27,471	\$28,842
7		\$20,956	\$22,000	\$23,109	\$24,263	\$25,480	\$26,749	\$28,089	\$29,490	\$30,966
8		\$22,019	\$23,115	\$24,277	\$25,491	\$26,770	\$28,102	\$29,510	\$30,983	\$32,534
9		\$22,680	\$23,810	\$25,006	\$26,257	\$27,574	\$28,945	\$30,396	\$31,911	\$33,510
10		\$23,326	\$24,498	\$25,726	\$27,014	\$28,360	\$29,781	\$31,266	\$32,833	\$34,472
		Salary Grade								
Salary Step		Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E		\$23,945	\$25,136	\$26,396	\$27,713	\$29,102	\$30,565	\$32,076	\$33,685	\$35,375
1		\$24,424	\$25,640	\$26,927	\$28,265	\$29,687	\$31,170	\$32,718	\$34,361	\$36,081
2		\$25,448	\$26,717	\$28,049	\$29,457	\$30,932	\$32,475	\$34,098	\$35,806	\$37,594
3		\$26,539	\$27,867	\$29,262	\$30,726	\$32,260	\$33,872	\$35,566	\$37,347	\$39,212
4		\$27,707	\$29,091	\$30,550	\$32,072	\$33,676	\$35,362	\$37,125	\$38,991	\$40,938
5		\$28,952	\$30,405	\$31,924	\$33,517	\$35,197	\$36,956	\$38,800	\$40,739	\$42,776
6		\$30,287	\$31,803	\$33,391	\$35,058	\$36,809	\$38,653	\$40,588	\$42,617	\$44,743
7		\$32,515	\$34,142	\$35,850	\$37,638	\$39,526	\$41,500	\$43,570	\$45,752	\$48,040
8		\$34,159	\$35,871	\$37,666	\$39,543	\$41,524	\$43,600	\$45,771	\$48,067	\$50,469
9		\$35,185	\$36,944	\$38,796	\$40,730	\$42,772	\$44,905	\$47,145	\$49,506	\$51,985
10		\$36,199	\$38,007	\$39,910	\$41,906	\$44,004	\$46,202	\$48,505	\$50,936	\$53,478

2010-11 Salary Schedules SSEA 196 Day, SY/5 Hours

Salary Grade									
Salary Step	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E	\$12,864	\$13,503	\$14,179	\$14,883	\$15,634	\$16,417	\$17,239	\$18,097	\$19,000
1	\$13,118	\$13,776	\$14,465	\$15,182	\$15,947	\$16,744	\$17,584	\$18,461	\$19,379
2	\$13,667	\$14,353	\$15,071	\$15,819	\$16,610	\$17,445	\$18,318	\$19,229	\$20,194
3	\$14,256	\$14,966	\$15,718	\$16,504	\$17,327	\$18,200	\$19,106	\$20,062	\$21,065
4	\$14,884	\$15,629	\$16,410	\$17,224	\$18,092	\$18,995	\$19,945	\$20,946	\$21,989
5	\$15,553	\$16,329	\$17,144	\$18,008	\$18,904	\$19,849	\$20,844	\$21,888	\$22,983
6	\$16,269	\$17,080	\$17,931	\$18,830	\$19,770	\$20,765	\$21,803	\$22,888	\$24,035
7	\$17,465	\$18,338	\$19,255	\$20,220	\$21,234	\$22,287	\$23,406	\$24,575	\$25,807
8	\$18,346	\$19,267	\$20,232	\$21,245	\$22,308	\$23,415	\$24,592	\$25,820	\$27,113
9	\$18,897	\$19,844	\$20,837	\$21,881	\$22,975	\$24,119	\$25,328	\$26,597	\$27,925
10	\$19,446	\$20,415	\$21,438	\$22,514	\$23,631	\$24,816	\$26,056	\$27,358	\$28,732
Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E	\$19,953	\$20,950	\$21,995	\$23,097	\$24,249	\$25,464	\$26,739	\$28,072	\$29,480
1	\$20,353	\$21,368	\$22,438	\$23,568	\$24,732	\$25,975	\$27,271	\$28,632	\$30,068
2	\$21,204	\$22,264	\$23,372	\$24,552	\$25,775	\$27,063	\$28,417	\$29,832	\$31,333
3	\$22,116	\$23,221	\$24,387	\$25,605	\$26,881	\$28,226	\$29,639	\$31,121	\$32,679
4	\$23,089	\$24,242	\$25,457	\$26,726	\$28,065	\$29,466	\$30,943	\$32,495	\$34,114
5	\$24,130	\$25,339	\$26,601	\$27,931	\$29,331	\$30,789	\$32,335	\$33,953	\$35,649
6	\$25,239	\$26,501	\$27,825	\$29,219	\$30,675	\$32,211	\$33,822	\$35,513	\$37,284
7	\$27,093	\$28,450	\$29,875	\$31,370	\$32,936	\$34,583	\$36,310	\$38,126	\$40,031
8	\$28,465	\$29,890	\$31,385	\$32,957	\$34,602	\$36,331	\$38,148	\$40,054	\$42,066
9	\$29,319	\$30,787	\$32,328	\$33,948	\$35,640	\$37,419	\$39,289	\$41,255	\$43,317
10	\$30,160	\$31,672	\$33,256	\$34,921	\$36,666	\$38,502	\$40,421	\$42,444	\$44,567

Salary Schedule for 2010 - 2011 - Hourly Paid Employees

Title		Step 1	Step 2	Step 3	Step 4
Elementary School Monitors (Lunch/Playground Aide, Greeter)	K	\$13.51	\$14.11		
Regular Food Service Worker (less than 5 hrs/day)	SU	\$14.18	\$14.80	5 hrs a day or more will go to contract salary	
Secondary School Monitor (Duty Aide, Bus Monitor)	L	\$14.46	\$15.15	\$15.91 Hourly Five Hours or More	\$16.67 Hourly Five Hours or More
Lead Food Service Worker (less than 5 hrs/day)	TU	\$15.60	\$16.17	5 hrs a day or more will go to contract salary	
School Monitor (AV Aide, Special Projects, Mail Clerk)	M	\$16.26	\$16.96	\$17.84	
Elementary Teacher Aide, Lab Aide	M U	\$17.00	\$17.80	6 hrs/day or more will go to contract salary	
Special Ed Aide	R	\$17.06	\$17.80	\$18.67	5 hrs a day or more will go to contract salary
School Monitor (Secondary Teacher Aide)		\$17.06	\$17.80	5 hrs a day or more will go to contract salary	
*Clerk Typist (employees that are not 12 month employees)	N	\$19.77	\$20.57	6 hrs/day or more will go to contract salary	
Sr. Clerk Typist/Account Clerk/Account Clerk Typist		\$21.80	\$22.70	6 hrs/day or more will go to contract salary	
P/T Messenger/Lunch Office, Bus Driver	Q	\$21.80	\$22.72	\$23.83	\$24.99
Sp. Ed. For Sp. Programs CAP		\$18.82	\$19.61	\$20.46	5 hrs a day or more will go to contract salary

*** All regular hourly employees that are hired as 12 month employees, shall have their hourly wage based on the contract salary grade and will have the entry level and 10 steps. A new employee commencing regular full workweek service with the District after January 1 shall be held at his/her current step for the following year.**

2011-12 Salary Schedule **SSEA 12-Month**

		Salary Grade								
Salary Step		Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E		\$23,954	\$25,156	\$26,413	\$27,732	\$29,122	\$30,577	\$32,104	\$33,712	\$35,392
1		\$24,435	\$25,661	\$26,938	\$28,287	\$29,704	\$31,186	\$32,745	\$34,382	\$36,099
2		\$25,460	\$26,732	\$28,076	\$29,473	\$30,948	\$32,499	\$34,120	\$35,820	\$37,617
3		\$26,561	\$27,882	\$29,276	\$30,737	\$32,277	\$33,896	\$35,586	\$37,366	\$39,235
4		\$27,725	\$29,110	\$30,572	\$32,092	\$33,698	\$35,385	\$37,152	\$39,009	\$40,960
5		\$28,976	\$30,424	\$31,938	\$33,539	\$35,212	\$36,979	\$38,824	\$40,769	\$42,807
6		\$30,302	\$31,819	\$33,404	\$35,078	\$36,833	\$38,671	\$40,610	\$42,640	\$44,773
7		\$32,531	\$34,163	\$35,875	\$37,668	\$39,545	\$41,523	\$43,598	\$45,777	\$48,070
8		\$34,180	\$35,891	\$37,689	\$39,675	\$41,546	\$43,624	\$45,805	\$48,094	\$50,500
9		\$35,204	\$36,968	\$38,821	\$40,764	\$42,794	\$44,934	\$47,179	\$49,535	\$52,018
10		\$36,217	\$38,026	\$39,934	\$41,931	\$44,022	\$46,221	\$48,533	\$50,961	\$53,511

		Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E		\$37,170	\$39,025	\$40,971	\$43,021	\$45,173	\$47,428	\$49,800	\$52,290	\$54,911
1		\$37,913	\$39,803	\$41,791	\$43,883	\$46,077	\$48,379	\$50,796	\$53,333	\$56,006
2		\$39,497	\$41,473	\$43,541	\$45,727	\$48,007	\$50,412	\$52,926	\$55,576	\$58,359
3		\$41,193	\$43,264	\$45,421	\$47,692	\$50,071	\$52,576	\$55,207	\$57,968	\$60,869
4		\$43,009	\$45,159	\$47,419	\$49,784	\$52,276	\$54,888	\$57,631	\$60,521	\$63,544
5		\$44,944	\$47,200	\$49,550	\$52,026	\$54,635	\$57,358	\$60,228	\$63,242	\$66,402
6		\$47,007	\$49,364	\$51,833	\$54,424	\$57,140	\$59,999	\$63,001	\$66,150	\$69,457
7		\$50,474	\$52,998	\$55,644	\$58,431	\$61,354	\$64,416	\$67,635	\$71,022	\$74,575
8		\$53,026	\$55,678	\$58,458	\$61,391	\$64,456	\$67,676	\$71,060	\$74,615	\$78,347
9		\$55,618	\$57,348	\$60,213	\$63,231	\$66,388	\$69,705	\$73,191	\$76,852	\$80,696
10		\$58,182	\$59,995	\$61,946	\$65,049	\$68,302	\$71,715	\$75,295	\$79,057	\$83,016

2011-12 Salary Schedule **SSEA 12-Month with Night Differential**

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E	\$39,407	\$41,372	\$43,441		\$47,892	\$50,288	\$52,800	\$55,428	\$58,216
1	\$40,196	\$42,201	\$44,310		\$48,851	\$51,294	\$53,856	\$56,536	\$59,379
2	\$41,877	\$43,967	\$46,165		\$50,899	\$53,447	\$56,118	\$58,911	\$61,873
3	\$43,679	\$45,867	\$48,159		\$53,086	\$55,742	\$58,532	\$61,447	\$64,533
4	\$45,604	\$47,878	\$50,277		\$55,428	\$58,196	\$61,118	\$64,154	\$67,376
5	\$47,654	\$50,040	\$52,535		\$57,926	\$60,816	\$63,856	\$67,035	\$70,402
6	\$49,844	\$52,338	\$54,955		\$60,580	\$63,611	\$66,794	\$70,119	\$73,638
7	\$53,512	\$56,190	\$58,997		\$65,048	\$68,299	\$71,712	\$75,284	\$79,066
8	\$56,223	\$59,035	\$61,980		\$68,339	\$71,755	\$75,340	\$79,093	\$83,064
9	\$57,907	\$60,805	\$63,841		\$70,390	\$73,906	\$77,603	\$81,462	\$85,559
10	\$59,566	\$62,551	\$65,678		\$72,420	\$76,035	\$79,831	\$83,801	\$88,017

2011-12 Salary Schedule **SSEA 12-Month 6 Hours Per Day**

Salary Grade									
Salary Step	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E	\$20,532	\$21,561	\$22,639	\$23,769	\$24,962	\$26,208	\$27,519	\$28,895	\$30,337
1	\$20,945	\$21,995	\$23,091	\$24,246	\$25,461	\$26,732	\$28,069	\$29,472	\$30,942
2	\$21,823	\$22,912	\$24,066	\$25,261	\$26,526	\$27,855	\$29,246	\$30,703	\$32,242
3	\$22,766	\$23,899	\$25,094	\$26,345	\$27,666	\$29,052	\$30,501	\$32,028	\$33,630
4	\$23,765	\$24,950	\$26,205	\$27,507	\$28,884	\$30,330	\$31,845	\$33,437	\$35,108
5	\$24,837	\$26,077	\$27,376	\$28,745	\$30,183	\$31,696	\$33,277	\$34,944	\$36,692
6	\$25,974	\$27,274	\$28,631	\$30,067	\$31,572	\$33,147	\$34,808	\$36,550	\$38,376
7	\$27,883	\$29,283	\$30,750	\$32,288	\$33,897	\$35,590	\$37,369	\$39,236	\$41,202
8	\$29,297	\$30,764	\$32,304	\$33,921	\$35,611	\$37,392	\$39,261	\$41,221	\$43,286
9	\$30,174	\$31,687	\$33,275	\$34,940	\$36,682	\$38,515	\$40,439	\$42,458	\$44,586
10	\$31,044	\$32,593	\$34,228	\$35,940	\$37,733	\$39,618	\$41,599	\$43,681	\$45,866

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E	\$31,858	\$33,450	\$35,117	\$36,875	\$38,720	\$40,653	\$42,687	\$44,821	\$47,066
1	\$32,498	\$34,116	\$35,821	\$37,614	\$39,496	\$41,468	\$43,539	\$45,715	\$48,005
2	\$33,854	\$35,548	\$37,320	\$39,193	\$41,151	\$43,210	\$45,366	\$47,637	\$50,022
3	\$35,310	\$37,082	\$38,933	\$40,879	\$42,817	\$45,065	\$47,321	\$49,688	\$52,175
4	\$36,864	\$38,707	\$40,643	\$42,672	\$44,808	\$47,046	\$49,398	\$51,875	\$54,466
5	\$38,524	\$40,456	\$42,473	\$44,593	\$46,830	\$49,166	\$51,626	\$54,207	\$56,916
6	\$40,293	\$42,312	\$44,427	\$46,649	\$48,978	\$51,427	\$54,000	\$56,700	\$59,535
7	\$43,265	\$45,426	\$47,694	\$50,084	\$52,588	\$55,215	\$57,973	\$60,875	\$63,922
8	\$45,452	\$47,725	\$50,107	\$52,621	\$55,247	\$58,008	\$60,909	\$63,956	\$67,156
9	\$46,816	\$49,155	\$51,611	\$54,199	\$56,904	\$59,747	\$62,736	\$65,874	\$69,168
10	\$48,156	\$50,566	\$53,096	\$55,755	\$58,545	\$61,469	\$64,538	\$67,762	\$71,157

2011-12 Salary Schedule
SSEA 12-Month Contract Salary Divided by 8

Salary Grade									
Salary Step	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E	\$11.47	\$12.05	\$12.65	\$13.28	\$13.95	\$14.64	\$15.38	\$16.15	\$16.95
1	\$11.70	\$12.29	\$12.90	\$13.55	\$14.23	\$14.94	\$15.68	\$16.47	\$17.29
2	\$12.19	\$12.80	\$13.45	\$14.12	\$14.82	\$15.56	\$16.34	\$17.16	\$18.02
3	\$12.72	\$13.35	\$14.02	\$14.72	\$15.46	\$16.23	\$17.04	\$17.90	\$18.79
4	\$13.28	\$13.94	\$14.64	\$15.37	\$16.14	\$16.95	\$17.79	\$18.68	\$19.62
5	\$13.88	\$14.57	\$15.30	\$16.06	\$16.86	\$17.71	\$18.59	\$19.53	\$20.50
6	\$14.51	\$15.24	\$16.00	\$16.80	\$17.64	\$18.52	\$19.45	\$20.42	\$21.44
7	\$15.58	\$16.36	\$17.18	\$18.04	\$18.94	\$19.89	\$20.88	\$21.92	\$23.02
8	\$16.37	\$17.19	\$18.05	\$18.95	\$19.90	\$20.89	\$21.94	\$23.03	\$24.19
9	\$16.86	\$17.70	\$18.59	\$19.52	\$20.50	\$21.52	\$22.60	\$23.72	\$24.91
10	\$17.35	\$18.21	\$19.13	\$20.08	\$21.08	\$22.14	\$23.24	\$24.41	\$25.63

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E	\$17.80	\$18.69	\$19.62	\$20.60	\$21.63	\$22.71	\$23.85	\$25.04	\$26.30
1	\$18.16	\$19.06	\$20.01	\$21.02	\$22.07	\$23.17	\$24.33	\$25.54	\$26.82
2	\$18.92	\$19.86	\$20.85	\$21.90	\$22.99	\$24.14	\$25.35	\$26.62	\$27.95
3	\$19.73	\$20.72	\$21.75	\$22.84	\$23.98	\$25.18	\$26.44	\$27.76	\$29.15
4	\$20.60	\$21.63	\$22.71	\$23.84	\$25.04	\$26.29	\$27.60	\$28.99	\$30.43
5	\$21.52	\$22.61	\$23.73	\$24.92	\$26.17	\$27.47	\$28.84	\$30.29	\$31.80
6	\$22.51	\$23.64	\$24.82	\$26.07	\$27.37	\$28.74	\$30.17	\$31.68	\$33.26
7	\$24.17	\$25.38	\$26.65	\$27.98	\$29.38	\$30.85	\$32.39	\$34.01	\$35.72
8	\$25.40	\$26.67	\$28.00	\$29.40	\$30.87	\$32.41	\$34.03	\$35.74	\$37.52
9	\$26.16	\$27.47	\$28.84	\$30.28	\$31.80	\$33.38	\$35.05	\$36.81	\$38.65
10	\$26.91	\$28.25	\$29.67	\$31.15	\$32.71	\$34.35	\$36.06	\$37.86	\$39.76

2011-12 Salary Schedule
SSEA 12-Month Hourly
Based on 12-Month Contract Salary Divided by 7

Salary Grade		Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
Salary Step	E	\$13.11	\$13.77	\$14.46	\$15.18	\$15.94	\$16.74	\$17.57	\$18.45	\$19.37
	1	\$13.37	\$14.05	\$14.74	\$15.48	\$16.26	\$17.07	\$17.92	\$18.82	\$19.76
	2	\$13.94	\$14.63	\$15.37	\$16.13	\$16.94	\$17.79	\$18.68	\$19.61	\$20.59
	3	\$14.54	\$15.26	\$16.02	\$16.82	\$17.67	\$18.55	\$19.48	\$20.45	\$21.48
	4	\$15.18	\$15.93	\$16.73	\$17.57	\$18.44	\$19.37	\$20.33	\$21.35	\$22.42
	5	\$15.86	\$16.65	\$17.48	\$18.36	\$19.27	\$20.24	\$21.25	\$22.31	\$23.43
	6	\$16.59	\$17.42	\$18.28	\$19.20	\$20.16	\$21.17	\$22.23	\$23.34	\$24.51
	7	\$17.81	\$18.70	\$19.64	\$20.62	\$21.64	\$22.73	\$23.86	\$25.06	\$26.31
	8	\$18.71	\$19.64	\$20.63	\$21.66	\$22.74	\$23.88	\$25.07	\$26.32	\$27.64
	9	\$19.27	\$20.23	\$21.25	\$22.31	\$23.42	\$24.59	\$25.82	\$27.11	\$28.47
	10	\$19.82	\$20.81	\$21.86	\$22.95	\$24.10	\$25.30	\$26.56	\$27.89	\$29.29
Salary Grade		Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
Salary Step	E	\$20.34	\$21.36	\$22.43	\$23.55	\$24.73	\$25.96	\$27.26	\$28.62	\$30.06
	1	\$20.75	\$21.79	\$22.87	\$24.02	\$25.22	\$26.48	\$27.80	\$29.19	\$30.65
	2	\$21.62	\$22.70	\$23.83	\$25.03	\$26.28	\$27.59	\$28.97	\$30.42	\$31.94
	3	\$22.55	\$23.68	\$24.86	\$26.10	\$27.41	\$28.78	\$30.22	\$31.73	\$33.32
	4	\$23.54	\$24.72	\$25.95	\$27.25	\$28.61	\$30.04	\$31.54	\$33.13	\$34.78
	5	\$24.60	\$25.83	\$27.12	\$28.48	\$29.90	\$31.39	\$32.97	\$34.62	\$36.34
	6	\$25.73	\$27.02	\$28.37	\$29.79	\$31.28	\$32.84	\$34.48	\$36.21	\$38.02
	7	\$27.63	\$29.01	\$30.46	\$31.98	\$33.58	\$35.26	\$37.02	\$38.87	\$40.82
	8	\$29.02	\$30.48	\$32.00	\$33.60	\$35.28	\$37.04	\$38.89	\$40.84	\$42.88
	9	\$29.89	\$31.39	\$32.96	\$34.61	\$36.34	\$38.15	\$40.06	\$42.06	\$44.17
	10	\$30.75	\$32.29	\$33.91	\$35.60	\$37.38	\$39.25	\$41.21	\$43.27	\$45.44

2011-12 Salary Schedule
SSEA 12-Month Hourly
Based on 12-Month Contracted Night Differential Salary Divided by 8

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E	\$18.87	\$19.81	\$20.81		\$22.94	\$24.08	\$25.29	\$26.55	\$27.88
1	\$19.25	\$20.21	\$21.22		\$23.40	\$24.57	\$25.79	\$27.08	\$28.44
2	\$20.06	\$21.06	\$22.11		\$24.38	\$25.60	\$26.88	\$28.21	\$29.63
3	\$20.92	\$21.97	\$23.06		\$25.42	\$26.70	\$28.03	\$29.43	\$30.91
4	\$21.84	\$22.93	\$24.08		\$26.55	\$27.87	\$29.27	\$30.73	\$32.27
5	\$22.82	\$23.97	\$25.16		\$27.74	\$29.13	\$30.58	\$32.10	\$33.72
6	\$23.87	\$25.07	\$26.32		\$29.01	\$30.47	\$31.99	\$33.58	\$35.27
7	\$25.63	\$26.91	\$28.26		\$31.15	\$32.71	\$34.34	\$36.06	\$37.87
8	\$26.93	\$28.27	\$29.68		\$32.73	\$34.37	\$36.08	\$37.88	\$39.78
9	\$27.73	\$29.12	\$30.58		\$33.71	\$35.40	\$37.17	\$39.01	\$40.98
10	\$28.53	\$29.96	\$31.45		\$34.88	\$36.42	\$38.23	\$40.13	\$42.15

2011-12 Salary Schedule SSEA 11-Month

		Salary Grade								
Salary Step		Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E		\$22,029	\$23,132	\$24,283	\$25,498	\$26,776	\$28,115	\$29,522	\$30,992	\$32,540
1		\$22,471	\$23,596	\$24,769	\$26,008	\$27,312	\$28,677	\$30,112	\$31,611	\$33,194
2		\$23,408	\$24,581	\$25,817	\$27,097	\$28,451	\$29,883	\$31,372	\$32,935	\$34,589
3		\$24,418	\$25,638	\$26,924	\$28,262	\$29,675	\$31,162	\$32,718	\$34,358	\$36,079
4		\$25,491	\$26,764	\$28,105	\$29,506	\$30,985	\$32,532	\$34,163	\$35,872	\$37,663
5		\$26,640	\$27,969	\$29,369	\$30,837	\$32,381	\$34,004	\$35,700	\$37,484	\$39,362
6		\$27,863	\$29,256	\$30,715	\$32,259	\$33,866	\$35,560	\$37,346	\$39,211	\$41,173
7		\$29,915	\$31,413	\$32,985	\$34,634	\$36,363	\$38,184	\$40,091	\$42,114	\$44,201
8		\$31,428	\$32,998	\$34,654	\$36,388	\$38,200	\$40,115	\$42,120	\$44,246	\$46,438
9		\$32,372	\$33,990	\$35,691	\$37,476	\$39,347	\$41,318	\$43,385	\$45,574	\$47,832
10		\$33,304	\$34,967	\$36,717	\$38,559	\$40,480	\$42,504	\$44,632	\$46,857	\$49,208
Salary Step		Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E		\$34,178	\$35,880	\$37,675	\$39,553	\$41,534	\$43,613	\$45,790	\$48,082	\$50,491
1		\$34,860	\$36,598	\$38,428	\$40,348	\$42,363	\$44,485	\$46,704	\$49,044	\$51,501
2		\$36,317	\$38,133	\$40,039	\$42,045	\$44,144	\$46,357	\$48,668	\$51,098	\$53,662
3		\$37,879	\$39,778	\$41,767	\$43,855	\$46,043	\$48,344	\$50,767	\$53,306	\$55,967
4		\$39,542	\$41,526	\$43,604	\$45,777	\$48,070	\$50,469	\$52,998	\$55,648	\$58,429
5		\$41,325	\$43,398	\$45,561	\$47,836	\$50,240	\$52,743	\$55,381	\$58,152	\$61,055
6		\$43,228	\$45,390	\$47,660	\$50,041	\$52,537	\$55,169	\$57,927	\$60,823	\$63,861
7		\$46,410	\$48,731	\$51,165	\$53,732	\$56,415	\$59,232	\$62,193	\$65,302	\$68,569
8		\$48,755	\$51,195	\$53,754	\$56,451	\$59,273	\$62,226	\$65,338	\$68,608	\$72,039
9		\$50,221	\$52,732	\$55,369	\$58,144	\$61,051	\$64,093	\$67,300	\$70,665	\$74,201
10		\$51,663	\$54,250	\$56,958	\$59,814	\$62,808	\$65,940	\$69,237	\$72,692	\$76,333

2011-12 Salary Schedule **SSEA 196 Day, SY/7 Hours**

		Salary Grade								
Salary Step		Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E		\$18,006	\$18,909	\$19,848	\$20,843	\$21,888	\$22,979	\$24,129	\$25,336	\$26,601
1		\$18,365	\$19,287	\$20,244	\$21,257	\$22,325	\$23,441	\$24,611	\$25,842	\$27,134
2		\$19,136	\$20,093	\$21,101	\$22,150	\$23,256	\$24,424	\$25,643	\$26,925	\$28,268
3		\$19,964	\$20,955	\$22,003	\$23,103	\$24,259	\$25,475	\$26,748	\$28,085	\$29,489
4		\$20,842	\$21,874	\$22,974	\$24,120	\$25,327	\$26,595	\$27,924	\$29,322	\$30,783
5		\$21,773	\$22,863	\$24,004	\$25,212	\$26,466	\$27,792	\$29,173	\$30,639	\$32,179
6		\$22,777	\$23,915	\$25,108	\$26,366	\$27,684	\$29,067	\$30,526	\$32,050	\$33,650
7		\$24,447	\$25,677	\$26,961	\$28,310	\$29,720	\$31,208	\$32,771	\$34,404	\$36,129
8		\$25,686	\$26,974	\$28,323	\$29,742	\$31,228	\$32,787	\$34,428	\$36,147	\$37,958
9		\$26,456	\$27,785	\$29,172	\$30,633	\$32,162	\$33,770	\$35,462	\$37,230	\$39,097
10		\$27,220	\$28,581	\$30,013	\$31,513	\$33,089	\$34,744	\$36,476	\$38,305	\$40,225
		Salary Grade								
Salary Step		Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E		\$27,935	\$29,328	\$30,793	\$32,335	\$33,952	\$35,650	\$37,429	\$39,297	\$41,270
1		\$28,497	\$29,912	\$31,411	\$32,984	\$34,632	\$36,365	\$38,178	\$40,084	\$42,096
2		\$29,689	\$31,170	\$32,720	\$34,366	\$36,081	\$37,887	\$39,780	\$41,772	\$43,860
3		\$30,958	\$32,515	\$34,143	\$35,840	\$37,633	\$39,517	\$41,491	\$43,567	\$45,748
4		\$32,322	\$33,941	\$35,640	\$37,418	\$39,289	\$41,254	\$43,316	\$45,486	\$47,759
5		\$33,780	\$35,471	\$37,244	\$39,104	\$41,062	\$43,114	\$45,270	\$47,533	\$49,908
6		\$35,335	\$37,104	\$38,956	\$40,904	\$42,944	\$45,095	\$47,351	\$49,717	\$52,203
7		\$37,932	\$39,829	\$41,824	\$43,918	\$46,113	\$48,417	\$50,838	\$53,377	\$56,046
8		\$39,853	\$41,845	\$43,943	\$46,139	\$48,446	\$50,867	\$53,412	\$56,078	\$58,884
9		\$41,047	\$43,100	\$45,260	\$47,524	\$49,899	\$52,393	\$55,017	\$57,757	\$60,650
10		\$42,228	\$44,339	\$46,559	\$48,894	\$51,336	\$53,897	\$56,594	\$59,424	\$62,394

2011-12 Salary Schedule **SSEA 196 Day, SY/6 Hours**

		Salary Grade								
Salary Step		Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E		\$15,433	\$16,205	\$17,015	\$17,865	\$18,763	\$19,698	\$20,681	\$21,715	\$22,801
1		\$15,740	\$16,529	\$17,354	\$18,222	\$19,136	\$20,091	\$21,092	\$22,149	\$23,255
2		\$16,398	\$17,222	\$18,086	\$18,988	\$19,935	\$20,936	\$21,981	\$23,074	\$24,234
3		\$17,110	\$17,960	\$18,859	\$19,805	\$20,795	\$21,832	\$22,928	\$24,077	\$25,279
4		\$17,862	\$18,754	\$19,691	\$20,673	\$21,711	\$22,791	\$23,935	\$25,132	\$26,385
5		\$18,668	\$19,599	\$20,574	\$21,608	\$22,683	\$23,823	\$25,010	\$26,264	\$27,576
6		\$19,520	\$20,495	\$21,520	\$22,598	\$23,724	\$24,914	\$26,164	\$27,471	\$28,842
7		\$20,956	\$22,000	\$23,109	\$24,263	\$25,480	\$26,749	\$28,089	\$29,490	\$30,966
8		\$22,019	\$23,115	\$24,277	\$25,491	\$26,770	\$28,102	\$29,510	\$30,983	\$32,534
9		\$22,680	\$23,810	\$25,006	\$26,257	\$27,574	\$28,945	\$30,396	\$31,911	\$33,510
10		\$23,326	\$24,498	\$25,726	\$27,014	\$28,360	\$29,781	\$31,266	\$32,833	\$34,472

Salary Step		Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E		\$23,945	\$25,136	\$26,396	\$27,713	\$29,102	\$30,555	\$32,076	\$33,685	\$35,375
1		\$24,424	\$25,640	\$26,927	\$28,265	\$29,687	\$31,170	\$32,718	\$34,361	\$36,081
2		\$25,448	\$26,717	\$28,049	\$29,457	\$30,932	\$32,475	\$34,098	\$35,806	\$37,594
3		\$26,539	\$27,867	\$29,262	\$30,726	\$32,260	\$33,872	\$35,566	\$37,347	\$39,212
4		\$27,707	\$29,091	\$30,550	\$32,072	\$33,676	\$35,362	\$37,125	\$38,991	\$40,938
5		\$28,952	\$30,405	\$31,924	\$33,517	\$35,197	\$36,956	\$38,800	\$40,739	\$42,776
6		\$30,287	\$31,803	\$33,391	\$35,058	\$36,809	\$38,653	\$40,588	\$42,617	\$44,743
7		\$32,515	\$34,142	\$35,850	\$37,638	\$39,526	\$41,500	\$43,570	\$45,752	\$48,040
8		\$34,159	\$35,871	\$37,666	\$39,543	\$41,524	\$43,600	\$45,771	\$48,067	\$50,469
9		\$35,185	\$36,944	\$38,796	\$40,730	\$42,772	\$44,905	\$47,145	\$49,506	\$51,985
10		\$36,199	\$38,007	\$39,910	\$41,906	\$44,004	\$46,202	\$48,505	\$50,936	\$53,478

2011-12 Salary Schedule **SSEA 196 Day, SY/5 Hours**

		Salary Grade								
Salary Step		Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E		\$12,864	\$13,503	\$14,179	\$14,883	\$15,634	\$16,417	\$17,239	\$18,097	\$19,000
1		\$13,118	\$13,776	\$14,465	\$15,182	\$15,947	\$16,744	\$17,584	\$18,461	\$19,379
2		\$13,667	\$14,353	\$15,071	\$15,819	\$16,610	\$17,445	\$18,318	\$19,229	\$20,194
3		\$14,256	\$14,966	\$15,718	\$16,504	\$17,327	\$18,200	\$19,106	\$20,062	\$21,065
4		\$14,884	\$15,629	\$16,410	\$17,224	\$18,092	\$18,995	\$19,945	\$20,946	\$21,989
5		\$15,553	\$16,329	\$17,144	\$18,008	\$18,904	\$19,849	\$20,844	\$21,888	\$22,983
6		\$16,269	\$17,080	\$17,931	\$18,830	\$19,770	\$20,765	\$21,803	\$22,888	\$24,035
7		\$17,065	\$18,338	\$19,255	\$20,220	\$21,234	\$22,287	\$23,406	\$24,575	\$25,807
8		\$18,346	\$19,267	\$20,232	\$21,245	\$22,308	\$23,415	\$24,592	\$25,820	\$27,113
9		\$18,897	\$19,844	\$20,837	\$21,881	\$22,975	\$24,119	\$25,328	\$26,597	\$27,925
10		\$19,446	\$20,415	\$21,438	\$22,514	\$23,631	\$24,816	\$26,056	\$27,358	\$28,732
		Salary Grade								
Salary Step		Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E		\$19,953	\$20,950	\$21,995	\$23,097	\$24,249	\$25,464	\$26,739	\$28,072	\$29,480
1		\$20,353	\$21,368	\$22,438	\$23,558	\$24,732	\$25,975	\$27,271	\$28,632	\$30,068
2		\$21,204	\$22,264	\$23,372	\$24,552	\$25,775	\$27,063	\$28,417	\$29,832	\$31,333
3		\$22,116	\$23,221	\$24,387	\$25,605	\$26,881	\$28,226	\$29,639	\$31,121	\$32,679
4		\$23,089	\$24,242	\$25,457	\$26,726	\$28,065	\$29,466	\$30,943	\$32,495	\$34,114
5		\$24,130	\$25,339	\$26,601	\$27,931	\$29,331	\$30,789	\$32,335	\$33,953	\$35,649
6		\$25,239	\$26,501	\$27,825	\$29,219	\$30,675	\$32,211	\$33,822	\$35,513	\$37,284
7		\$27,093	\$28,450	\$29,875	\$31,370	\$32,936	\$34,583	\$36,310	\$38,125	\$40,031
8		\$28,465	\$29,890	\$31,385	\$32,957	\$34,602	\$36,331	\$38,148	\$40,054	\$42,056
9		\$29,319	\$30,787	\$32,328	\$33,948	\$35,640	\$37,419	\$39,289	\$41,255	\$43,317
10		\$30,160	\$31,672	\$33,266	\$34,921	\$36,666	\$38,502	\$40,421	\$42,444	\$44,567

Salary Schedule for 2011 - 2012 - Hourly Paid Employees

Title		Step 1	Step 2	Step 3	Step 4
Elementary School Monitors (Lunch/Playground Aide, Greeter)	K	\$13.51	\$14.11		
Regular Food Service Worker (less than 5 hrs/day)	SU	\$14.18	\$14.80	5 hrs a day or more will go to contract salary	
Secondary School Monitor (Duty Aide, Bus Monitor)	L	\$14.46	\$15.15	\$15.91 Hourly Five Hours or More	\$16.67 Hourly Five Hours or More
Lead Food Service Worker (less than 5 hrs/day)	TU	\$15.60	\$16.17	5 hrs a day or more will go to contract salary	
School Monitor (AV Aide, Special Projects, Mail Clerk)	M	\$16.26	\$16.96	\$17.84	
Elementary Teacher Aide, Lab Aide	M U	\$17.00	\$17.80	6 hrs/day or more will go to contract salary	
Special Ed Aide	R	\$17.06	\$17.80	\$18.67	5 hrs a day or more will go to contract salary
School Monitor (Secondary Teacher Aide)		\$17.06	\$17.80	5 hrs a day or more will go to contract salary	
*Clerk Typist (employees that are not 12 month employees)	N	\$19.77	\$20.57	6 hrs/day or more will go to contract salary	
Sr. Clerk Typist/Account Clerk/Account Clerk Typist		\$21.80	\$22.70	6 hrs/day or more will go to contract salary	
P/T Messenger/Lunch Office, Bus Driver	Q	\$21.80	\$22.72	\$23.83	\$24.99
Sp. Ed. For Sp. Programs CAP		\$18.82	\$19.61	\$20.46	5 hrs a day or more will go to contract salary

*** All regular hourly employees that are hired as 12 month employees, shall have their hourly wage based on the contract salary grade and will have the entry level and 10 steps. A new employee commencing regular full workweek service with the District after January 1 shall be held at his/her current step for the following year.**

2012-13 Salary Schedule SSEA 12-Month

Salary Step	Salary Grade								
	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1	\$23,719	\$24,909	\$26,154	\$27,460	\$28,836	\$30,277	\$31,789	\$33,381	\$35,045
E1.5	\$23,956	\$25,158	\$26,416	\$27,735	\$29,125	\$30,580	\$32,107	\$33,715	\$35,395
E2	\$24,194	\$25,408	\$26,677	\$28,009	\$29,413	\$30,883	\$32,425	\$34,049	\$35,746
E2.5	\$24,436	\$25,663	\$26,942	\$28,290	\$29,707	\$31,190	\$32,749	\$34,387	\$36,103
1	\$24,679	\$25,918	\$27,207	\$28,570	\$30,001	\$31,498	\$33,072	\$34,726	\$36,460
1.5	\$25,197	\$26,458	\$27,782	\$29,189	\$30,629	\$32,161	\$33,767	\$35,452	\$37,227
2	\$25,715	\$26,999	\$28,357	\$29,768	\$31,257	\$32,824	\$34,461	\$36,178	\$37,993
2.5	\$26,271	\$27,580	\$28,963	\$30,406	\$31,929	\$33,529	\$35,202	\$36,959	\$38,810
3	\$26,827	\$28,161	\$29,569	\$31,044	\$32,600	\$34,235	\$35,942	\$37,740	\$39,627
3.5	\$27,414	\$28,781	\$30,223	\$31,729	\$33,317	\$34,987	\$36,733	\$38,569	\$40,498
4	\$28,002	\$29,401	\$30,878	\$32,413	\$34,035	\$35,739	\$37,524	\$39,399	\$41,370
4.5	\$28,634	\$30,065	\$31,568	\$33,144	\$34,800	\$36,544	\$38,368	\$40,288	\$42,302
5	\$29,266	\$30,728	\$32,257	\$33,874	\$35,564	\$37,349	\$39,212	\$41,177	\$43,235
5.5	\$29,935	\$31,433	\$32,998	\$34,652	\$36,383	\$38,203	\$40,114	\$42,122	\$44,228
6	\$30,605	\$32,137	\$33,738	\$35,429	\$37,201	\$39,068	\$41,016	\$43,066	\$45,221
6.5	\$31,731	\$33,321	\$34,988	\$36,737	\$38,571	\$40,488	\$42,525	\$44,651	\$46,886
7	\$32,856	\$34,505	\$36,234	\$38,045	\$39,940	\$41,938	\$44,034	\$46,235	\$48,551
7.5	\$33,689	\$35,377	\$37,150	\$39,008	\$40,951	\$42,999	\$45,149	\$47,405	\$49,778
8	\$34,622	\$36,250	\$38,066	\$39,971	\$41,961	\$44,060	\$46,263	\$48,575	\$51,005
8.5	\$35,039	\$36,794	\$38,638	\$40,571	\$42,592	\$44,722	\$46,957	\$49,303	\$51,772
9	\$35,556	\$37,338	\$39,209	\$41,172	\$43,222	\$45,383	\$47,651	\$50,030	\$52,538
9.5	\$36,068	\$37,872	\$39,771	\$41,761	\$43,842	\$46,033	\$48,335	\$50,750	\$53,292
10	\$36,579	\$38,406	\$40,333	\$42,350	\$44,462	\$46,683	\$49,018	\$51,471	\$54,046
10.5	\$36,899	\$38,742	\$40,686	\$42,721	\$44,851	\$47,092	\$49,447	\$51,921	\$54,519
10A	\$37,219	\$39,078	\$41,039	\$43,091	\$45,240	\$47,500	\$49,876	\$52,371	\$54,992

2012-13 Salary Schedule
SSEA 12-Month
(Con't)

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$36,806	\$38,642	\$40,569	\$42,599	\$44,730	\$46,963	\$49,312	\$51,777	\$54,373
E1.5	\$37,174	\$39,029	\$40,975	\$43,025	\$45,177	\$47,433	\$49,805	\$52,295	\$54,916
E2	\$37,542	\$39,415	\$41,381	\$43,451	\$45,625	\$47,902	\$50,298	\$52,813	\$55,460
E2.5	\$37,917	\$39,808	\$41,795	\$43,887	\$46,081	\$48,383	\$50,801	\$53,340	\$56,013
1	\$38,292	\$40,201	\$42,209	\$44,322	\$46,538	\$48,863	\$51,304	\$53,866	\$56,566
1.5	\$39,092	\$41,044	\$43,093	\$45,253	\$47,512	\$49,889	\$52,380	\$54,999	\$57,754
2	\$39,892	\$41,888	\$43,976	\$46,184	\$48,487	\$50,916	\$53,455	\$56,132	\$58,943
2.5	\$40,748	\$42,792	\$44,926	\$47,177	\$49,529	\$52,009	\$54,607	\$57,340	\$60,210
3	\$41,605	\$43,697	\$45,875	\$48,169	\$50,572	\$53,102	\$55,759	\$58,548	\$61,478
3.5	\$42,522	\$44,654	\$46,884	\$49,225	\$51,685	\$54,269	\$56,983	\$59,837	\$62,829
4	\$43,439	\$45,611	\$47,893	\$50,282	\$52,799	\$55,437	\$58,207	\$61,126	\$64,179
4.5	\$44,416	\$46,641	\$48,969	\$51,414	\$53,990	\$56,684	\$59,519	\$62,500	\$65,623
5	\$45,393	\$47,672	\$50,046	\$52,546	\$55,181	\$57,932	\$60,830	\$63,874	\$67,066
5.5	\$46,435	\$48,765	\$51,198	\$53,757	\$56,446	\$59,265	\$62,231	\$65,343	\$68,609
6	\$47,477	\$49,858	\$52,351	\$54,968	\$57,711	\$60,599	\$63,631	\$66,812	\$70,152
6.5	\$49,228	\$51,693	\$54,276	\$56,992	\$59,839	\$62,830	\$65,971	\$69,272	\$72,736
7	\$50,979	\$53,528	\$56,200	\$59,015	\$61,968	\$65,060	\$68,311	\$71,732	\$75,321
7.5	\$52,268	\$54,881	\$57,622	\$60,510	\$63,534	\$66,706	\$70,041	\$73,547	\$77,226
8	\$53,556	\$56,235	\$59,043	\$62,005	\$65,101	\$68,353	\$71,771	\$75,361	\$79,130
8.5	\$54,360	\$57,078	\$59,929	\$62,934	\$66,076	\$69,377	\$72,847	\$76,491	\$80,317
9	\$55,164	\$57,921	\$60,815	\$63,863	\$67,052	\$70,402	\$73,923	\$77,621	\$81,503
9.5	\$55,954	\$58,753	\$61,690	\$64,781	\$68,018	\$71,417	\$74,985	\$78,734	\$82,675
10	\$56,744	\$59,585	\$62,565	\$65,699	\$68,985	\$72,432	\$76,048	\$79,848	\$83,846
10.5	\$57,240	\$60,106	\$63,113	\$66,274	\$69,589	\$73,066	\$76,713	\$80,546	\$84,580
10A	\$57,737	\$60,628	\$63,660	\$66,849	\$70,192	\$73,700	\$77,379	\$81,245	\$85,313

2012-13 Salary Schedule **SSEA 12-Month with Night Differential**

Salary Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
E1	\$39,021	\$40,966	\$43,015		\$47,422	\$49,795	\$52,282	\$54,885	\$57,645
E1.5	\$39,411	\$41,376	\$43,445		\$47,897	\$50,293	\$52,805	\$55,433	\$58,222
E2	\$39,801	\$41,786	\$43,875		\$48,371	\$50,791	\$53,328	\$55,982	\$58,798
E2.5	\$40,200	\$42,204	\$44,314		\$48,855	\$51,299	\$53,861	\$56,542	\$59,385
1	\$40,598	\$42,623	\$44,753		\$49,340	\$51,807	\$54,395	\$57,101	\$59,973
1.5	\$41,447	\$43,515	\$45,690		\$50,374	\$52,894	\$55,537	\$58,301	\$61,232
2	\$42,296	\$44,407	\$46,627		\$51,408	\$53,981	\$56,679	\$59,500	\$62,492
2.5	\$43,206	\$45,366	\$47,634		\$52,512	\$55,140	\$57,898	\$60,781	\$63,835
3	\$44,116	\$46,326	\$48,641		\$53,617	\$56,299	\$59,117	\$62,061	\$65,178
3.5	\$45,088	\$47,341	\$49,710		\$54,800	\$57,539	\$60,423	\$63,429	\$66,614
4	\$46,060	\$48,357	\$50,780		\$55,982	\$58,778	\$61,729	\$64,796	\$68,050
4.5	\$47,095	\$49,449	\$51,920		\$57,244	\$60,101	\$63,112	\$66,250	\$69,578
5	\$48,131	\$50,540	\$53,060		\$58,505	\$61,424	\$64,495	\$67,705	\$71,106
5.5	\$49,236	\$51,701	\$54,282		\$59,846	\$62,836	\$65,978	\$69,263	\$72,740
6	\$50,342	\$52,861	\$55,505		\$61,186	\$64,247	\$67,462	\$70,820	\$74,374
6.5	\$52,195	\$54,807	\$57,546		\$63,442	\$66,615	\$69,946	\$73,429	\$77,116
7	\$54,047	\$56,762	\$59,587		\$65,698	\$68,982	\$72,429	\$76,037	\$79,857
7.5	\$55,416	\$58,189	\$61,093		\$67,360	\$70,727	\$74,261	\$77,960	\$81,876
8	\$56,785	\$59,625	\$62,600		\$69,022	\$72,473	\$76,093	\$79,884	\$83,895
8.5	\$57,636	\$60,519	\$63,540		\$70,058	\$73,559	\$77,236	\$81,080	\$85,155
9	\$58,486	\$61,413	\$64,479		\$71,094	\$74,645	\$78,379	\$82,277	\$86,415
9.5	\$59,324	\$62,295	\$65,407		\$72,119	\$75,720	\$79,504	\$83,458	\$87,656
10	\$60,162	\$63,177	\$66,335		\$73,144	\$76,795	\$80,629	\$84,639	\$88,897
10.5	\$60,888	\$63,729	\$66,915		\$73,784	\$77,467	\$81,335	\$85,380	\$89,675
10A	\$61,214	\$64,282	\$67,496		\$74,424	\$78,139	\$82,040	\$86,120	\$90,453

2012-13 Salary Schedule
SSEA 12-Month 6 Hours Per Day

Salary Step	Salary Grade								
	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1	\$20,331	\$21,350	\$22,417	\$23,536	\$24,717	\$25,951	\$27,249	\$28,612	\$30,040
E1.5	\$20,534	\$21,563	\$22,641	\$23,771	\$24,964	\$26,211	\$27,522	\$28,898	\$30,340
E2	\$20,737	\$21,777	\$22,865	\$24,007	\$25,212	\$26,470	\$27,794	\$29,184	\$30,640
E2.5	\$20,946	\$21,996	\$23,094	\$24,248	\$25,464	\$26,735	\$28,072	\$29,475	\$30,946
1	\$21,154	\$22,215	\$23,322	\$24,488	\$25,716	\$26,999	\$28,350	\$29,767	\$31,251
1.5	\$21,598	\$22,678	\$23,814	\$25,001	\$26,253	\$27,566	\$28,944	\$30,388	\$31,908
2	\$22,041	\$23,141	\$24,307	\$25,514	\$26,791	\$28,134	\$29,538	\$31,010	\$32,564
2.5	\$22,517	\$23,640	\$24,826	\$26,061	\$27,367	\$28,738	\$30,172	\$31,679	\$33,265
3	\$22,994	\$24,138	\$25,345	\$26,608	\$27,943	\$29,343	\$30,806	\$32,348	\$33,966
3.5	\$23,498	\$24,669	\$25,906	\$27,195	\$28,568	\$29,988	\$31,485	\$33,060	\$34,713
4	\$24,003	\$25,200	\$26,467	\$27,782	\$29,173	\$30,633	\$32,163	\$33,771	\$35,459
4.5	\$24,544	\$25,769	\$27,058	\$28,407	\$29,829	\$31,323	\$32,887	\$34,532	\$36,259
5	\$25,085	\$26,338	\$27,650	\$29,032	\$30,485	\$32,013	\$33,610	\$35,293	\$37,059
5.5	\$25,660	\$26,942	\$28,284	\$29,700	\$31,186	\$32,746	\$34,383	\$36,104	\$37,909
6	\$26,234	\$27,547	\$28,917	\$30,368	\$31,888	\$33,478	\$35,156	\$36,916	\$38,760
6.5	\$27,198	\$28,561	\$29,987	\$31,489	\$33,062	\$34,712	\$36,449	\$38,272	\$40,187
7	\$28,162	\$29,576	\$31,058	\$32,611	\$34,236	\$35,946	\$37,743	\$39,628	\$41,614
7.5	\$28,876	\$30,324	\$31,842	\$33,436	\$35,102	\$36,856	\$38,698	\$40,631	\$42,666
8	\$29,590	\$31,072	\$32,627	\$34,260	\$35,967	\$37,766	\$39,654	\$41,633	\$43,719
8.5	\$30,033	\$31,538	\$33,117	\$34,775	\$36,508	\$38,333	\$40,249	\$42,258	\$44,375
9	\$30,476	\$32,004	\$33,608	\$35,289	\$37,049	\$38,900	\$40,843	\$42,883	\$45,032
9.5	\$30,915	\$32,461	\$34,089	\$35,794	\$37,580	\$39,457	\$41,429	\$43,500	\$45,678
10	\$31,354	\$32,919	\$34,570	\$36,299	\$38,110	\$40,014	\$42,015	\$44,118	\$46,325
10.5	\$31,629	\$33,207	\$34,873	\$36,617	\$38,444	\$40,364	\$42,383	\$44,504	\$46,730
10A	\$31,903	\$33,495	\$35,175	\$36,935	\$38,777	\$40,714	\$42,750	\$44,890	\$47,135

2012-13 Salary Schedule
SSEA 12-Month 6 Hours Per Day
(Con't)

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$31,546	\$33,122	\$34,773	\$36,513	\$38,340	\$40,254	\$42,269	\$44,382	\$46,605
E1.5	\$31,861	\$33,453	\$35,120	\$36,879	\$38,724	\$40,657	\$42,691	\$44,825	\$47,071
E2	\$32,177	\$33,785	\$35,468	\$37,244	\$39,107	\$41,060	\$43,114	\$45,269	\$47,537
E2.5	\$32,500	\$34,121	\$35,824	\$37,617	\$39,499	\$41,471	\$43,544	\$45,721	\$48,011
1	\$32,823	\$34,457	\$36,179	\$37,990	\$39,891	\$41,883	\$43,974	\$46,172	\$48,485
1.5	\$33,508	\$35,180	\$36,936	\$38,788	\$40,727	\$42,762	\$44,897	\$47,143	\$49,504
2	\$34,193	\$35,903	\$37,693	\$39,585	\$41,563	\$43,642	\$45,820	\$48,113	\$50,522
2.5	\$34,928	\$36,678	\$38,508	\$40,436	\$42,454	\$44,579	\$46,807	\$49,149	\$51,609
3	\$35,663	\$37,453	\$39,322	\$41,288	\$43,346	\$45,516	\$47,794	\$50,185	\$52,697
3.5	\$36,448	\$38,273	\$40,186	\$42,193	\$44,301	\$46,516	\$48,843	\$51,289	\$53,854
4	\$37,233	\$39,094	\$41,049	\$43,099	\$45,258	\$47,516	\$49,892	\$52,394	\$55,011
4.5	\$38,071	\$39,977	\$41,974	\$44,069	\$46,277	\$48,587	\$51,017	\$53,571	\$56,248
5	\$38,909	\$40,861	\$42,898	\$45,039	\$47,298	\$49,658	\$52,142	\$54,749	\$57,485
5.5	\$39,803	\$41,798	\$43,885	\$46,077	\$48,383	\$50,799	\$53,341	\$56,008	\$58,808
6	\$40,696	\$42,735	\$44,871	\$47,115	\$49,468	\$51,941	\$54,540	\$57,267	\$60,130
6.5	\$42,197	\$44,308	\$46,521	\$48,850	\$51,291	\$53,854	\$56,546	\$59,375	\$62,346
7	\$43,698	\$45,880	\$48,171	\$50,585	\$53,114	\$55,767	\$58,553	\$61,484	\$64,561
7.5	\$44,802	\$47,041	\$49,390	\$51,866	\$54,457	\$57,178	\$60,035	\$63,040	\$66,194
8	\$45,907	\$48,202	\$50,608	\$53,147	\$55,799	\$58,588	\$61,518	\$64,596	\$67,828
8.5	\$46,595	\$48,924	\$51,368	\$53,944	\$56,636	\$59,466	\$62,441	\$65,564	\$68,844
9	\$47,284	\$49,647	\$52,127	\$54,741	\$57,473	\$60,344	\$63,363	\$66,533	\$69,860
9.5	\$47,961	\$50,359	\$52,877	\$55,527	\$58,302	\$61,214	\$64,273	\$67,486	\$70,864
10	\$48,638	\$51,072	\$53,627	\$56,313	\$59,130	\$62,084	\$65,183	\$68,440	\$71,869
10.5	\$49,063	\$51,519	\$54,096	\$56,805	\$59,648	\$62,627	\$65,754	\$69,038	\$72,497
10A	\$49,489	\$51,965	\$54,565	\$57,298	\$60,165	\$63,170	\$66,324	\$69,637	\$73,126

2012-13 Salary Schedule
SSEA 12-Month Contract Salary Divided by 8

Salary Step	Salary Grade								
	Grade 7A	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1	\$11.36	\$11.93	\$12.53	\$13.15	\$13.81	\$14.50	\$15.22	\$15.99	\$16.78
E1.5	\$11.47	\$12.05	\$12.65	\$13.28	\$13.95	\$14.65	\$15.38	\$16.15	\$16.95
E2	\$11.59	\$12.17	\$12.78	\$13.41	\$14.09	\$14.79	\$15.53	\$16.31	\$17.12
E2.5	\$11.70	\$12.29	\$12.90	\$13.55	\$14.23	\$14.94	\$15.68	\$16.47	\$17.29
1	\$11.82	\$12.41	\$13.03	\$13.68	\$14.37	\$15.09	\$15.84	\$16.63	\$17.46
1.5	\$12.07	\$12.67	\$13.31	\$13.97	\$14.67	\$15.40	\$16.17	\$16.98	\$17.83
2	\$12.32	\$12.93	\$13.58	\$14.26	\$14.97	\$15.72	\$16.50	\$17.33	\$18.20
2.5	\$12.58	\$13.21	\$13.87	\$14.56	\$15.29	\$16.06	\$16.86	\$17.70	\$18.59
3	\$12.85	\$13.49	\$14.16	\$14.87	\$15.61	\$16.40	\$17.21	\$18.07	\$18.98
3.5	\$13.13	\$13.78	\$14.47	\$15.20	\$15.96	\$16.76	\$17.59	\$18.47	\$19.40
4	\$13.41	\$14.08	\$14.79	\$15.52	\$16.30	\$17.12	\$17.97	\$18.87	\$19.81
4.5	\$13.71	\$14.40	\$15.12	\$15.87	\$16.67	\$17.50	\$18.38	\$19.29	\$20.26
5	\$14.02	\$14.72	\$15.45	\$16.22	\$17.03	\$17.89	\$18.78	\$19.72	\$20.71
5.5	\$14.34	\$15.05	\$15.80	\$16.60	\$17.42	\$18.30	\$19.21	\$20.17	\$21.18
6	\$14.66	\$15.39	\$16.16	\$16.97	\$17.82	\$18.71	\$19.64	\$20.63	\$21.66
6.5	\$15.20	\$15.96	\$16.76	\$17.59	\$18.47	\$19.40	\$20.37	\$21.38	\$22.45
7	\$15.74	\$16.53	\$17.35	\$18.22	\$19.13	\$20.09	\$21.09	\$22.14	\$23.25
7.5	\$16.13	\$16.94	\$17.79	\$18.68	\$19.61	\$20.59	\$21.62	\$22.70	\$23.84
8	\$16.53	\$17.36	\$18.23	\$19.14	\$20.10	\$21.10	\$22.16	\$23.26	\$24.43
8.5	\$16.78	\$17.62	\$18.50	\$19.43	\$20.40	\$21.42	\$22.49	\$23.61	\$24.79
9	\$17.03	\$17.88	\$18.78	\$19.72	\$20.70	\$21.74	\$22.82	\$23.96	\$25.16
9.5	\$17.27	\$18.14	\$19.05	\$20.00	\$21.00	\$22.05	\$23.15	\$24.31	\$25.52
10	\$17.52	\$18.39	\$19.32	\$20.28	\$21.29	\$22.36	\$23.48	\$24.65	\$25.88
10.5	\$17.67	\$18.55	\$19.49	\$20.46	\$21.48	\$22.55	\$23.68	\$24.87	\$26.11
10A	\$17.83	\$18.72	\$19.65	\$20.64	\$21.67	\$22.75	\$23.89	\$25.08	\$26.34

2012-13 Salary Schedule
SSEA 12-Month Contract Salary Divided by 8
(Con't)

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$17.63	\$18.51	\$19.43	\$20.40	\$21.42	\$22.49	\$23.62	\$24.80	\$26.04
E1.5	\$17.80	\$18.69	\$19.62	\$20.61	\$21.64	\$22.72	\$23.85	\$25.05	\$26.30
E2	\$17.98	\$18.88	\$19.82	\$20.81	\$21.85	\$22.94	\$24.09	\$25.29	\$26.56
E2.5	\$18.16	\$19.07	\$20.02	\$21.02	\$22.07	\$23.17	\$24.33	\$25.55	\$26.83
1	\$18.34	\$19.25	\$20.21	\$21.23	\$22.29	\$23.40	\$24.57	\$25.80	\$27.09
1.5	\$18.72	\$19.66	\$20.64	\$21.67	\$22.75	\$23.89	\$25.09	\$26.34	\$27.66
2	\$19.11	\$20.06	\$21.06	\$22.12	\$23.22	\$24.39	\$25.60	\$26.88	\$28.23
2.5	\$19.52	\$20.49	\$21.52	\$22.59	\$23.72	\$24.91	\$26.15	\$27.46	\$28.84
3	\$19.93	\$20.93	\$21.97	\$23.07	\$24.22	\$25.43	\$26.70	\$28.04	\$29.44
3.5	\$20.36	\$21.39	\$22.45	\$23.58	\$24.75	\$25.99	\$27.29	\$28.66	\$30.09
4	\$20.80	\$21.84	\$22.94	\$24.08	\$25.29	\$26.55	\$27.88	\$29.28	\$30.74
4.5	\$21.27	\$22.34	\$23.45	\$24.62	\$25.86	\$27.15	\$28.51	\$29.93	\$31.43
5	\$21.74	\$22.83	\$23.97	\$25.17	\$26.43	\$27.75	\$29.13	\$30.59	\$32.12
5.5	\$22.24	\$23.35	\$24.52	\$25.75	\$27.03	\$28.38	\$29.80	\$31.29	\$32.86
6	\$22.74	\$23.88	\$25.07	\$26.33	\$27.64	\$29.02	\$30.47	\$32.00	\$33.60
6.5	\$23.28	\$24.46	\$25.69	\$26.99	\$28.36	\$29.80	\$31.30	\$32.88	\$34.54
7	\$24.42	\$25.64	\$26.92	\$28.26	\$29.68	\$31.16	\$32.72	\$34.35	\$36.07
7.5	\$25.03	\$26.28	\$27.60	\$28.98	\$30.43	\$31.95	\$33.54	\$35.22	\$36.99
8	\$25.65	\$26.93	\$28.28	\$29.70	\$31.18	\$32.74	\$34.37	\$36.09	\$37.90
8.5	\$26.03	\$27.34	\$28.70	\$30.14	\$31.65	\$33.23	\$34.89	\$36.63	\$38.47
9	\$26.42	\$27.74	\$29.13	\$30.59	\$32.11	\$33.72	\$35.40	\$37.17	\$39.03
9.5	\$26.80	\$28.14	\$29.55	\$31.03	\$32.58	\$34.20	\$35.91	\$37.71	\$39.60
10	\$27.18	\$28.54	\$29.96	\$31.47	\$33.04	\$34.69	\$36.42	\$38.24	\$40.16
10.5	\$27.41	\$28.79	\$30.23	\$31.74	\$33.33	\$34.99	\$36.74	\$38.58	\$40.51
10A	\$27.65	\$29.04	\$30.49	\$32.02	\$33.62	\$35.30	\$37.06	\$38.91	\$40.86

2012-13 Salary Schedule
SSEA 12-Month Contract Salary Divided by 7

Salary Step	Salary Grade								
	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1	\$12.98	\$13.63	\$14.32	\$15.03	\$15.78	\$16.57	\$17.40	\$18.27	\$19.18
E1.5	\$13.11	\$13.77	\$14.46	\$15.18	\$15.94	\$16.74	\$17.57	\$18.45	\$19.37
E2	\$13.24	\$13.91	\$14.60	\$15.33	\$16.10	\$16.90	\$17.75	\$18.64	\$19.57
E2.5	\$13.38	\$14.05	\$14.75	\$15.48	\$16.26	\$17.07	\$17.92	\$18.82	\$19.76
1	\$13.51	\$14.19	\$14.89	\$15.64	\$16.42	\$17.24	\$18.10	\$19.01	\$19.96
1.5	\$13.79	\$14.48	\$15.21	\$15.97	\$16.76	\$17.60	\$18.48	\$19.40	\$20.38
2	\$14.07	\$14.78	\$15.52	\$16.29	\$17.11	\$17.97	\$18.86	\$19.80	\$20.80
2.5	\$14.38	\$15.10	\$15.85	\$16.64	\$17.48	\$18.35	\$19.27	\$20.23	\$21.24
3	\$14.68	\$15.41	\$16.18	\$16.99	\$17.84	\$18.74	\$19.67	\$20.66	\$21.69
3.5	\$15.01	\$15.75	\$16.54	\$17.37	\$18.24	\$19.15	\$20.11	\$21.11	\$22.17
4	\$15.33	\$16.09	\$16.90	\$17.74	\$18.63	\$19.56	\$20.54	\$21.56	\$22.64
4.5	\$15.67	\$16.46	\$17.28	\$18.14	\$19.05	\$20.00	\$21.00	\$22.05	\$23.15
5	\$16.02	\$16.82	\$17.66	\$18.54	\$19.47	\$20.44	\$21.46	\$22.54	\$23.66
5.5	\$16.38	\$17.20	\$18.06	\$18.97	\$19.91	\$20.91	\$21.96	\$23.06	\$24.21
6	\$16.75	\$17.59	\$18.47	\$19.39	\$20.36	\$21.38	\$22.45	\$23.57	\$24.75
6.5	\$17.37	\$18.24	\$19.15	\$20.11	\$21.11	\$22.17	\$23.28	\$24.44	\$25.66
7	\$17.98	\$18.89	\$19.83	\$20.82	\$21.86	\$22.95	\$24.10	\$25.31	\$26.57
7.5	\$18.44	\$19.36	\$20.33	\$21.35	\$22.41	\$23.54	\$24.71	\$25.95	\$27.25
8	\$18.90	\$19.84	\$20.84	\$21.88	\$22.97	\$24.12	\$25.32	\$26.59	\$27.92
8.5	\$19.18	\$20.14	\$21.15	\$22.21	\$23.31	\$24.48	\$25.70	\$26.99	\$28.34
9	\$19.46	\$20.44	\$21.46	\$22.54	\$23.66	\$24.84	\$26.08	\$27.38	\$28.76
9.5	\$19.74	\$20.73	\$21.77	\$22.86	\$24.00	\$25.20	\$26.46	\$27.78	\$29.17
10	\$20.02	\$21.02	\$22.08	\$23.18	\$24.34	\$25.55	\$26.83	\$28.17	\$29.58
10.5	\$20.20	\$21.21	\$22.27	\$23.38	\$24.55	\$25.78	\$27.06	\$28.42	\$29.84
10A	\$20.37	\$21.39	\$22.46	\$23.59	\$24.76	\$26.00	\$27.30	\$28.67	\$30.10

2012-13 Salary Schedule
SSEA 12-Month Contract Salary Divided by 7
(Con't)

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$20.15	\$21.15	\$22.21	\$23.32	\$24.48	\$25.70	\$26.99	\$28.34	\$29.76
E1.5	\$20.35	\$21.36	\$22.43	\$23.55	\$24.73	\$25.96	\$27.26	\$28.62	\$30.06
E2	\$20.55	\$21.57	\$22.65	\$23.78	\$24.97	\$26.22	\$27.53	\$28.91	\$30.36
E2.5	\$20.75	\$21.79	\$22.88	\$24.02	\$25.22	\$26.48	\$27.81	\$29.20	\$30.66
1	\$20.96	\$22.00	\$23.10	\$24.26	\$25.47	\$26.74	\$28.08	\$29.48	\$30.96
1.5	\$21.40	\$22.47	\$23.59	\$24.77	\$26.01	\$27.31	\$28.67	\$30.10	\$31.61
2	\$21.83	\$22.93	\$24.07	\$25.28	\$26.54	\$27.87	\$29.26	\$30.72	\$32.26
2.5	\$22.30	\$23.42	\$24.59	\$25.82	\$27.11	\$28.47	\$29.89	\$31.38	\$32.96
3	\$22.77	\$23.92	\$25.11	\$26.37	\$27.68	\$29.07	\$30.52	\$32.05	\$33.65
3.5	\$23.27	\$24.44	\$25.66	\$26.94	\$28.29	\$29.70	\$31.19	\$32.75	\$34.39
4	\$23.78	\$24.96	\$26.21	\$27.52	\$28.90	\$30.34	\$31.86	\$33.46	\$35.13
4.5	\$24.31	\$25.53	\$26.80	\$28.14	\$29.55	\$31.03	\$32.58	\$34.21	\$35.92
5	\$24.85	\$26.09	\$27.39	\$28.76	\$30.20	\$31.71	\$33.30	\$34.96	\$36.71
5.5	\$25.42	\$26.69	\$28.02	\$29.42	\$30.90	\$32.44	\$34.06	\$35.77	\$37.55
6	\$25.99	\$27.29	\$28.65	\$30.09	\$31.59	\$33.17	\$34.83	\$36.57	\$38.40
6.5	\$26.94	\$28.29	\$29.71	\$31.19	\$32.75	\$34.39	\$36.11	\$37.92	\$39.81
7	\$27.90	\$29.30	\$30.76	\$32.30	\$33.92	\$35.61	\$37.39	\$39.26	\$41.23
7.5	\$28.61	\$30.04	\$31.54	\$33.12	\$34.78	\$36.51	\$38.34	\$40.26	\$42.27
8	\$29.31	\$30.78	\$32.32	\$33.94	\$35.63	\$37.41	\$39.28	\$41.25	\$43.31
8.5	\$29.75	\$31.24	\$32.80	\$34.45	\$36.17	\$37.97	\$39.87	\$41.87	\$43.96
9	\$30.19	\$31.70	\$33.29	\$34.96	\$36.70	\$38.53	\$40.46	\$42.49	\$44.61
9.5	\$30.63	\$32.16	\$33.77	\$35.46	\$37.23	\$39.09	\$41.04	\$43.09	\$45.25
10	\$31.06	\$32.61	\$34.24	\$35.96	\$37.76	\$39.65	\$41.62	\$43.70	\$45.89
10.5	\$31.33	\$32.90	\$34.54	\$36.27	\$38.09	\$39.99	\$41.99	\$44.09	\$46.29
10A	\$31.60	\$33.18	\$34.84	\$36.59	\$38.42	\$40.34	\$42.35	\$44.47	\$46.70

2012-13 Salary Schedules
SSEA 12-Month Contracted Night Differential Salary Divided by 8

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$18.69	\$19.62	\$20.60		\$22.71	\$23.85	\$25.04	\$26.29	\$27.61
E1.5	\$18.87	\$19.82	\$20.81		\$22.94	\$24.09	\$25.29	\$26.55	\$27.88
E2	\$19.06	\$20.01	\$21.01		\$23.17	\$24.33	\$25.54	\$26.81	\$28.16
E2.5	\$19.25	\$20.21	\$21.22		\$23.40	\$24.57	\$25.80	\$27.08	\$28.44
1	\$19.44	\$20.41	\$21.43		\$23.63	\$24.81	\$26.05	\$27.35	\$28.72
1.5	\$19.85	\$20.84	\$21.88		\$24.13	\$25.33	\$26.60	\$27.92	\$29.33
2	\$20.26	\$21.27	\$22.33		\$24.62	\$25.85	\$27.15	\$28.50	\$29.93
2.5	\$20.69	\$21.73	\$22.81		\$25.15	\$26.41	\$27.73	\$29.11	\$30.57
3	\$21.13	\$22.19	\$23.30		\$25.68	\$26.96	\$28.31	\$29.72	\$31.22
3.5	\$21.59	\$22.67	\$23.81		\$26.25	\$27.56	\$28.94	\$30.38	\$31.90
4	\$22.06	\$23.16	\$24.32		\$26.81	\$28.15	\$29.56	\$31.03	\$32.59
4.5	\$22.56	\$23.68	\$24.87		\$27.42	\$28.78	\$30.23	\$31.73	\$33.32
5	\$23.05	\$24.21	\$25.41		\$28.02	\$29.42	\$30.89	\$32.43	\$34.05
5.5	\$23.58	\$24.76	\$26.00		\$28.66	\$30.09	\$31.60	\$33.17	\$34.84
6	\$24.11	\$25.32	\$26.58		\$29.30	\$30.77	\$32.31	\$33.92	\$35.62
6.5	\$25.00	\$26.25	\$27.56		\$30.38	\$31.90	\$33.50	\$35.17	\$36.93
7	\$25.88	\$27.18	\$28.54		\$31.46	\$33.04	\$34.69	\$36.42	\$38.25
7.5	\$26.54	\$27.87	\$29.26		\$32.26	\$33.87	\$35.57	\$37.34	\$39.21
8	\$27.20	\$28.56	\$29.98		\$33.06	\$34.71	\$36.44	\$38.26	\$40.18
8.5	\$27.60	\$28.98	\$30.43		\$33.56	\$35.23	\$36.99	\$38.83	\$40.78
9	\$28.01	\$29.41	\$30.88		\$34.05	\$35.75	\$37.54	\$39.40	\$41.39
9.5	\$28.41	\$29.83	\$31.33		\$34.54	\$36.26	\$38.08	\$39.97	\$41.98
10	\$28.81	\$30.26	\$31.77		\$35.03	\$36.78	\$38.62	\$40.54	\$42.58
10.5	\$29.07	\$30.52	\$32.05		\$35.34	\$37.10	\$38.95	\$40.89	\$42.95
10A	\$29.32	\$30.79	\$32.33		\$35.64	\$37.42	\$39.29	\$41.25	\$43.32

2012-13 Salary Schedule SSEA 11-Month

Salary Step	Salary Grade								
	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1	\$21,813	\$22,905	\$24,045	\$25,248	\$26,513	\$27,839	\$29,233	\$30,688	\$32,221
E1.5	\$22,031	\$23,134	\$24,285	\$25,500	\$26,779	\$28,118	\$29,525	\$30,995	\$32,543
E2	\$22,249	\$23,363	\$24,526	\$25,753	\$27,044	\$28,396	\$29,817	\$31,302	\$32,865
E2.5	\$22,473	\$23,598	\$24,771	\$26,011	\$27,314	\$28,680	\$30,115	\$31,615	\$33,196
1	\$22,696	\$23,832	\$25,017	\$26,268	\$27,585	\$28,964	\$30,413	\$31,927	\$33,526
1.5	\$23,169	\$24,329	\$25,546	\$26,818	\$28,160	\$29,573	\$31,049	\$32,596	\$34,230
2	\$23,642	\$24,827	\$26,075	\$27,368	\$28,736	\$30,182	\$31,686	\$33,264	\$34,935
2.5	\$24,152	\$25,361	\$26,634	\$27,956	\$29,354	\$30,828	\$32,365	\$33,983	\$35,687
3	\$24,662	\$25,894	\$27,193	\$28,545	\$29,972	\$31,474	\$33,045	\$34,702	\$36,440
3.5	\$25,204	\$26,463	\$27,790	\$29,173	\$30,633	\$32,165	\$33,775	\$35,466	\$37,240
4	\$25,746	\$27,032	\$28,386	\$29,801	\$31,295	\$32,857	\$34,505	\$36,231	\$38,040
4.5	\$26,326	\$27,640	\$29,024	\$30,473	\$32,000	\$33,601	\$35,281	\$37,045	\$38,898
5	\$26,906	\$28,249	\$29,663	\$31,145	\$32,705	\$34,344	\$36,057	\$37,859	\$39,756
5.5	\$27,524	\$28,899	\$30,342	\$31,863	\$33,455	\$35,130	\$36,888	\$38,731	\$40,670
6	\$28,142	\$29,549	\$31,022	\$32,582	\$34,205	\$35,916	\$37,719	\$39,603	\$41,585
6.5	\$29,178	\$30,638	\$32,169	\$33,781	\$35,466	\$37,241	\$39,106	\$41,069	\$43,114
7	\$30,214	\$31,727	\$33,315	\$34,980	\$36,727	\$38,566	\$40,492	\$42,535	\$44,643
7.5	\$30,978	\$32,528	\$34,158	\$35,866	\$37,654	\$39,541	\$41,517	\$43,612	\$45,773
8	\$31,742	\$33,328	\$35,001	\$36,752	\$38,582	\$40,516	\$42,541	\$44,688	\$46,902
8.5	\$32,219	\$33,829	\$35,524	\$37,301	\$39,161	\$41,124	\$43,180	\$45,359	\$47,606
9	\$32,696	\$34,330	\$36,048	\$37,851	\$39,740	\$41,731	\$43,819	\$46,030	\$48,310
9.5	\$33,166	\$34,823	\$36,566	\$38,398	\$40,313	\$42,330	\$44,449	\$46,678	\$49,005
10	\$33,637	\$35,317	\$37,084	\$38,945	\$40,885	\$42,929	\$45,078	\$47,326	\$49,700
10.5	\$33,931	\$35,626	\$37,409	\$39,285	\$41,243	\$43,305	\$45,473	\$47,740	\$50,135
10A	\$34,226	\$35,935	\$37,733	\$39,626	\$41,600	\$43,680	\$45,867	\$48,154	\$50,570

**2012-13 Salary Schedule
SSEA 11-Month
(Con't)**

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$33,843	\$35,628	\$37,306	\$39,166	\$41,127	\$43,185	\$45,341	\$47,611	\$49,996
E1.5	\$34,181	\$35,884	\$37,679	\$39,557	\$41,538	\$43,617	\$45,794	\$48,087	\$50,496
E2	\$34,520	\$36,239	\$38,052	\$39,949	\$41,949	\$44,049	\$46,248	\$48,563	\$50,996
E2.5	\$34,864	\$36,601	\$38,432	\$40,350	\$42,368	\$44,489	\$46,709	\$49,049	\$51,506
1	\$35,209	\$36,964	\$38,812	\$40,751	\$42,787	\$44,930	\$47,171	\$49,534	\$52,016
1.5	\$35,944	\$37,739	\$39,626	\$41,608	\$43,686	\$45,875	\$48,163	\$50,572	\$53,107
2	\$36,680	\$38,514	\$40,439	\$42,465	\$44,685	\$46,821	\$49,155	\$51,609	\$54,199
2.5	\$37,469	\$39,345	\$41,312	\$43,380	\$45,544	\$47,824	\$50,215	\$52,724	\$55,363
3	\$38,258	\$40,176	\$42,185	\$44,294	\$46,503	\$48,827	\$51,275	\$53,839	\$56,527
3.5	\$39,098	\$41,058	\$43,112	\$45,264	\$47,527	\$49,901	\$52,401	\$55,022	\$57,770
4	\$39,937	\$41,940	\$44,040	\$46,235	\$48,551	\$50,974	\$53,528	\$56,204	\$59,013
4.5	\$40,838	\$42,886	\$45,028	\$47,275	\$49,647	\$52,122	\$54,731	\$57,469	\$60,339
5	\$41,738	\$43,832	\$46,017	\$48,314	\$50,742	\$53,270	\$55,935	\$58,734	\$61,666
5.5	\$42,699	\$44,838	\$47,077	\$49,428	\$51,902	\$54,496	\$57,221	\$60,082	\$63,083
6	\$43,660	\$45,844	\$48,137	\$50,541	\$53,062	\$55,721	\$58,506	\$61,431	\$64,500
6.5	\$45,267	\$47,531	\$49,907	\$52,405	\$55,021	\$57,773	\$60,661	\$63,693	\$66,877
7	\$46,874	\$49,218	\$51,677	\$54,269	\$56,979	\$59,824	\$62,815	\$65,955	\$69,255
7.5	\$48,058	\$50,463	\$52,984	\$55,642	\$58,422	\$61,336	\$64,403	\$67,626	\$71,007
8	\$49,243	\$51,707	\$54,292	\$57,016	\$59,866	\$62,848	\$65,991	\$69,294	\$72,759
8.5	\$49,983	\$52,483	\$55,107	\$57,870	\$60,764	\$63,791	\$66,982	\$70,333	\$73,851
9	\$50,723	\$53,259	\$55,923	\$58,725	\$61,662	\$64,734	\$67,973	\$71,372	\$74,943
9.5	\$51,451	\$54,026	\$56,725	\$59,569	\$62,549	\$65,667	\$68,951	\$72,395	\$76,020
10	\$52,180	\$54,793	\$57,528	\$60,412	\$63,436	\$66,599	\$69,929	\$73,419	\$77,096
10.5	\$52,636	\$55,272	\$58,031	\$60,941	\$63,991	\$67,182	\$70,541	\$74,061	\$77,771
10A	\$53,093	\$55,751	\$58,534	\$61,469	\$64,546	\$67,765	\$71,153	\$74,704	\$78,446

2012-13 Salary Schedule **SSEA 196 Day, SY/7 Hours**

Salary Step	Salary Grade								
	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1	\$17,829	\$18,724	\$19,663	\$20,639	\$21,673	\$22,754	\$23,892	\$25,088	\$26,340
E1.5	\$18,008	\$18,911	\$19,850	\$20,845	\$21,890	\$22,981	\$24,131	\$25,338	\$26,604
E2	\$18,186	\$19,098	\$20,046	\$21,051	\$22,107	\$23,209	\$24,370	\$25,589	\$26,867
E2.5	\$18,367	\$19,289	\$20,246	\$21,261	\$22,328	\$23,442	\$24,614	\$25,845	\$27,136
1	\$18,549	\$19,480	\$20,446	\$21,470	\$22,548	\$23,675	\$24,857	\$26,100	\$27,406
1.5	\$18,938	\$19,887	\$20,879	\$21,921	\$23,018	\$24,172	\$25,378	\$26,647	\$27,978
2	\$19,327	\$20,294	\$21,312	\$22,372	\$23,489	\$24,668	\$25,899	\$27,194	\$28,551
2.5	\$19,746	\$20,729	\$21,768	\$22,853	\$23,995	\$25,199	\$26,467	\$27,780	\$29,167
3	\$20,164	\$21,165	\$22,223	\$23,334	\$24,502	\$25,730	\$27,015	\$28,366	\$29,784
3.5	\$20,607	\$21,629	\$22,713	\$23,848	\$25,041	\$26,295	\$27,609	\$28,991	\$30,437
4	\$21,050	\$22,093	\$23,204	\$24,361	\$25,580	\$26,861	\$28,203	\$29,615	\$31,091
4.5	\$21,521	\$22,592	\$23,724	\$24,913	\$26,155	\$27,465	\$28,834	\$30,280	\$31,796
5	\$21,991	\$23,092	\$24,244	\$25,464	\$26,731	\$28,070	\$29,465	\$30,945	\$32,501
5.5	\$22,498	\$23,623	\$24,802	\$26,047	\$27,346	\$28,714	\$30,148	\$31,658	\$33,244
6	\$23,005	\$24,154	\$25,359	\$26,630	\$27,961	\$29,358	\$30,831	\$32,371	\$33,987
6.5	\$23,848	\$25,044	\$26,295	\$27,611	\$28,989	\$30,439	\$31,965	\$33,559	\$35,238
7	\$24,691	\$25,934	\$27,231	\$28,593	\$30,017	\$31,520	\$33,099	\$34,748	\$36,490
7.5	\$25,317	\$26,589	\$27,918	\$29,316	\$30,779	\$32,317	\$33,935	\$35,628	\$37,414
8	\$25,943	\$27,244	\$28,606	\$30,039	\$31,540	\$33,115	\$34,772	\$36,508	\$38,338
8.5	\$26,332	\$27,653	\$29,035	\$30,489	\$32,012	\$33,611	\$35,294	\$37,055	\$38,913
9	\$26,721	\$28,063	\$29,464	\$30,939	\$32,484	\$34,108	\$35,817	\$37,602	\$39,488
9.5	\$27,106	\$28,465	\$29,888	\$31,384	\$32,952	\$34,600	\$36,329	\$38,145	\$40,058
10	\$27,492	\$28,867	\$30,313	\$31,828	\$33,420	\$35,091	\$36,841	\$38,688	\$40,627
10.5	\$27,733	\$29,119	\$30,578	\$32,107	\$33,712	\$35,398	\$37,163	\$39,027	\$40,983
10A	\$27,973	\$29,372	\$30,844	\$32,385	\$34,005	\$35,706	\$37,485	\$39,365	\$41,338

2012-13 Salary Schedule
SSEA 196 Day, SY/7 Hours
(Con't)

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$27,661	\$29,040	\$30,491	\$32,018	\$33,619	\$35,300	\$37,062	\$38,912	\$40,865
E1.5	\$27,938	\$29,331	\$30,796	\$32,338	\$33,955	\$35,653	\$37,433	\$39,301	\$41,274
E2	\$28,214	\$29,621	\$31,101	\$32,658	\$34,292	\$36,007	\$37,803	\$39,690	\$41,683
E2.5	\$28,498	\$29,916	\$31,413	\$32,986	\$34,635	\$36,368	\$38,182	\$40,087	\$42,100
1	\$28,782	\$30,211	\$31,725	\$33,314	\$34,978	\$36,729	\$38,560	\$40,485	\$42,517
1.5	\$29,384	\$30,846	\$32,386	\$34,012	\$35,710	\$37,497	\$39,369	\$41,337	\$43,408
2	\$29,986	\$31,482	\$33,047	\$34,710	\$36,442	\$38,266	\$40,178	\$42,190	\$44,299
2.5	\$30,627	\$32,161	\$33,766	\$35,454	\$37,226	\$39,089	\$41,042	\$43,096	\$45,252
3	\$31,268	\$32,840	\$34,484	\$36,198	\$38,009	\$39,912	\$41,906	\$44,003	\$46,205
3.5	\$31,956	\$33,560	\$35,240	\$36,995	\$38,846	\$40,789	\$42,828	\$44,972	\$47,221
4	\$32,645	\$34,280	\$35,996	\$37,792	\$39,682	\$41,667	\$43,749	\$45,941	\$48,237
4.5	\$33,382	\$35,053	\$36,806	\$38,644	\$40,577	\$42,606	\$44,736	\$46,975	\$49,322
5	\$34,118	\$35,826	\$37,616	\$39,495	\$41,473	\$43,545	\$45,723	\$48,008	\$50,407
5.5	\$34,903	\$36,650	\$38,481	\$40,404	\$42,423	\$44,546	\$46,774	\$49,111	\$51,566
6	\$35,688	\$37,475	\$39,346	\$41,313	\$43,373	\$45,546	\$47,825	\$50,214	\$52,725
6.5	\$37,000	\$38,851	\$40,794	\$42,835	\$44,974	\$47,224	\$49,585	\$52,062	\$54,666
7	\$38,311	\$40,227	\$42,242	\$44,357	\$46,574	\$48,901	\$51,346	\$53,911	\$56,606
7.5	\$39,281	\$41,245	\$43,312	\$45,479	\$47,752	\$50,138	\$52,646	\$55,275	\$58,040
8	\$40,252	\$42,263	\$44,382	\$46,600	\$48,930	\$51,376	\$53,946	\$56,639	\$59,473
8.5	\$40,855	\$42,897	\$45,048	\$47,300	\$49,664	\$52,146	\$54,757	\$57,487	\$60,365
9	\$41,457	\$43,531	\$45,713	\$47,999	\$50,398	\$52,917	\$55,567	\$58,335	\$61,257
9.5	\$42,054	\$44,157	\$46,369	\$48,691	\$51,124	\$53,676	\$56,364	\$59,176	\$62,137
10	\$42,650	\$44,782	\$47,025	\$49,383	\$51,849	\$54,436	\$57,160	\$60,018	\$63,018
10.5	\$43,023	\$45,174	\$47,436	\$49,815	\$52,303	\$54,912	\$57,660	\$60,543	\$63,569
10A	\$43,397	\$45,566	\$47,848	\$50,247	\$52,757	\$55,389	\$58,160	\$61,069	\$64,121

2012-13 Salary Schedule **SSEA 196 Day, SY/6 Hours**

Salary Grade									
Salary Step	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1	\$15,282	\$16,046	\$16,848	\$17,690	\$18,579	\$19,505	\$20,478	\$21,502	\$22,577
E1.5	\$15,435	\$16,207	\$17,017	\$17,867	\$18,765	\$19,700	\$20,683	\$21,717	\$22,803
E2	\$15,587	\$16,367	\$17,185	\$18,044	\$18,951	\$19,895	\$20,888	\$21,932	\$23,029
E2.5	\$15,742	\$16,531	\$17,356	\$18,224	\$19,139	\$20,093	\$21,095	\$22,151	\$23,258
1	\$15,897	\$16,694	\$17,528	\$18,404	\$19,327	\$20,292	\$21,303	\$22,370	\$23,488
1.5	\$16,230	\$17,044	\$17,897	\$18,791	\$19,731	\$20,719	\$21,752	\$22,838	\$23,982
2	\$16,562	\$17,394	\$18,267	\$19,178	\$20,134	\$21,145	\$22,201	\$23,305	\$24,476
2.5	\$16,922	\$17,767	\$18,657	\$19,590	\$20,569	\$21,598	\$22,679	\$23,811	\$25,004
3	\$17,281	\$18,140	\$19,048	\$20,003	\$21,003	\$22,050	\$23,157	\$24,318	\$25,532
3.5	\$17,661	\$18,541	\$19,468	\$20,441	\$21,466	\$22,535	\$23,666	\$24,851	\$26,090
4	\$18,041	\$18,942	\$19,888	\$20,880	\$21,928	\$23,019	\$24,174	\$25,383	\$26,649
4.5	\$18,448	\$19,368	\$20,334	\$21,352	\$22,419	\$23,540	\$24,717	\$25,955	\$27,250
5	\$18,855	\$19,795	\$20,780	\$21,824	\$22,910	\$24,061	\$25,260	\$26,527	\$27,852
5.5	\$19,285	\$20,247	\$21,257	\$22,324	\$23,436	\$24,612	\$25,843	\$27,136	\$28,491
6	\$19,715	\$20,700	\$21,735	\$22,824	\$23,961	\$25,163	\$26,426	\$27,746	\$29,130
6.5	\$20,440	\$21,460	\$22,538	\$23,665	\$24,848	\$26,090	\$27,398	\$28,765	\$30,203
7	\$21,166	\$22,220	\$23,340	\$24,506	\$25,735	\$27,016	\$28,370	\$29,785	\$31,276
7.5	\$21,702	\$22,783	\$23,930	\$25,126	\$26,386	\$27,700	\$29,087	\$30,539	\$32,068
8	\$22,239	\$23,346	\$24,520	\$25,746	\$27,038	\$28,383	\$29,805	\$31,293	\$32,859
8.5	\$22,573	\$23,697	\$24,888	\$26,133	\$27,444	\$28,809	\$30,253	\$31,761	\$33,352
9	\$22,907	\$24,048	\$25,256	\$26,520	\$27,850	\$29,234	\$30,700	\$32,230	\$33,845
9.5	\$23,233	\$24,396	\$25,620	\$26,902	\$28,247	\$29,657	\$31,139	\$32,696	\$34,331
10	\$23,559	\$24,743	\$25,983	\$27,284	\$28,644	\$30,079	\$31,579	\$33,161	\$34,817
10.5	\$23,765	\$24,959	\$26,211	\$27,523	\$28,894	\$30,342	\$31,855	\$33,451	\$35,121
10A	\$23,972	\$25,176	\$26,438	\$27,762	\$29,145	\$30,605	\$32,131	\$33,742	\$35,426

**2012-13 Salary Schedule
SSEA 196 Day, SY/6 Hours
(Con't)**

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$23,710	\$24,890	\$26,137	\$27,441	\$28,817	\$30,255	\$31,762	\$33,355	\$35,028
E1.5	\$23,947	\$25,138	\$26,399	\$27,716	\$29,105	\$30,558	\$32,079	\$33,688	\$35,378
E2	\$24,184	\$25,387	\$26,660	\$27,990	\$29,393	\$30,861	\$32,397	\$34,022	\$35,729
E2.5	\$24,426	\$25,642	\$26,928	\$28,269	\$29,688	\$31,171	\$32,721	\$34,363	\$36,085
1	\$24,668	\$25,896	\$27,196	\$28,548	\$29,984	\$31,482	\$33,045	\$34,705	\$36,442
1.5	\$25,185	\$26,440	\$27,763	\$29,160	\$30,613	\$32,141	\$33,742	\$35,434	\$37,206
2	\$25,702	\$26,984	\$28,329	\$29,752	\$31,241	\$32,800	\$34,439	\$36,164	\$37,970
2.5	\$26,253	\$27,565	\$28,942	\$30,392	\$31,912	\$33,505	\$35,180	\$36,942	\$38,787
3	\$26,804	\$28,146	\$29,555	\$31,033	\$32,583	\$34,211	\$35,922	\$37,720	\$39,604
3.5	\$27,394	\$28,764	\$30,205	\$31,713	\$33,298	\$34,963	\$36,709	\$38,551	\$40,476
4	\$27,984	\$29,382	\$30,856	\$32,393	\$34,013	\$35,716	\$37,496	\$39,381	\$41,347
4.5	\$28,613	\$30,045	\$31,549	\$33,122	\$34,781	\$36,521	\$38,342	\$40,264	\$42,276
5	\$29,242	\$30,709	\$32,243	\$33,852	\$35,549	\$37,326	\$39,188	\$41,146	\$43,204
5.5	\$29,916	\$31,415	\$32,984	\$34,630	\$36,363	\$38,183	\$40,091	\$42,095	\$44,197
6	\$30,590	\$32,121	\$33,725	\$35,409	\$37,177	\$39,040	\$40,994	\$43,043	\$45,190
6.5	\$31,715	\$33,302	\$34,967	\$36,711	\$38,549	\$40,477	\$42,500	\$44,626	\$46,855
7	\$32,840	\$34,483	\$36,209	\$38,014	\$39,921	\$41,915	\$44,006	\$46,210	\$48,520
7.5	\$33,670	\$35,357	\$37,126	\$38,976	\$40,930	\$42,976	\$45,117	\$47,379	\$49,747
8	\$34,501	\$36,230	\$38,043	\$39,938	\$41,939	\$44,036	\$46,229	\$48,548	\$50,974
8.5	\$35,019	\$36,772	\$38,613	\$40,538	\$42,569	\$44,695	\$46,923	\$49,274	\$51,739
9	\$35,537	\$37,313	\$39,184	\$41,137	\$43,200	\$45,354	\$47,616	\$50,001	\$52,505
9.5	\$36,049	\$37,850	\$39,747	\$41,731	\$43,822	\$46,009	\$48,303	\$50,723	\$53,259
10	\$36,561	\$38,387	\$40,309	\$42,325	\$44,444	\$46,664	\$48,990	\$51,445	\$54,013
10.5	\$36,881	\$38,723	\$40,662	\$42,695	\$44,833	\$47,072	\$49,419	\$51,896	\$54,485
10A	\$37,201	\$39,059	\$41,015	\$43,066	\$45,222	\$47,481	\$49,847	\$52,346	\$54,958

2012-13 Salary Schedule
SSEA 196 Day, SY/5 Hours

Salary Step	Salary Grade								
	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1	\$12,738	\$13,371	\$14,040	\$14,737	\$15,481	\$16,256	\$17,070	\$17,920	\$18,814
E1.5	\$12,865	\$13,504	\$14,180	\$14,884	\$15,636	\$16,419	\$17,241	\$18,099	\$19,002
E2	\$12,993	\$13,638	\$14,321	\$15,032	\$15,790	\$16,581	\$17,411	\$18,278	\$19,190
E2.5	\$13,121	\$13,776	\$14,465	\$15,183	\$15,948	\$16,746	\$17,586	\$18,462	\$19,381
1	\$13,249	\$13,914	\$14,610	\$15,334	\$16,106	\$16,911	\$17,760	\$18,646	\$19,573
1.5	\$13,526	\$14,205	\$14,916	\$15,656	\$16,441	\$17,265	\$18,131	\$19,033	\$19,984
2	\$13,804	\$14,497	\$15,222	\$15,977	\$16,776	\$17,619	\$18,501	\$19,421	\$20,396
2.5	\$14,101	\$14,806	\$15,548	\$16,323	\$17,138	\$18,001	\$18,899	\$19,842	\$20,836
3	\$14,399	\$15,116	\$15,875	\$16,669	\$17,500	\$18,382	\$19,297	\$20,263	\$21,276
3.5	\$14,716	\$15,450	\$16,225	\$17,033	\$17,887	\$18,783	\$19,721	\$20,709	\$21,742
4	\$15,033	\$15,785	\$16,574	\$17,396	\$18,273	\$19,185	\$20,144	\$21,155	\$22,209
4.5	\$15,371	\$16,139	\$16,945	\$17,792	\$18,683	\$19,616	\$20,598	\$21,631	\$22,711
5	\$15,709	\$16,492	\$17,315	\$18,188	\$19,093	\$20,047	\$21,052	\$22,107	\$23,213
5.5	\$16,070	\$16,872	\$17,713	\$18,603	\$19,530	\$20,510	\$21,537	\$22,612	\$23,744
6	\$16,432	\$17,251	\$18,110	\$19,018	\$19,968	\$20,973	\$22,021	\$23,117	\$24,275
6.5	\$17,036	\$17,886	\$18,779	\$19,720	\$20,707	\$21,741	\$22,831	\$23,969	\$25,170
7	\$17,640	\$18,521	\$19,448	\$20,422	\$21,446	\$22,510	\$23,640	\$24,821	\$26,065
7.5	\$18,085	\$18,991	\$19,941	\$20,940	\$21,989	\$23,080	\$24,239	\$25,449	\$26,725
8	\$18,529	\$19,460	\$20,434	\$21,457	\$22,531	\$23,649	\$24,838	\$26,078	\$27,384
8.5	\$18,808	\$19,751	\$20,740	\$21,779	\$22,868	\$24,005	\$25,210	\$26,471	\$27,794
9	\$19,086	\$20,042	\$21,045	\$22,100	\$23,205	\$24,360	\$25,581	\$26,863	\$28,204
9.5	\$19,363	\$20,331	\$21,349	\$22,419	\$23,536	\$24,712	\$25,949	\$27,247	\$28,612
10	\$19,640	\$20,619	\$21,652	\$22,739	\$23,867	\$25,064	\$26,317	\$27,632	\$29,019
10.5	\$19,812	\$20,800	\$21,842	\$22,938	\$24,076	\$25,283	\$26,547	\$27,873	\$29,273
10A	\$19,984	\$20,980	\$22,031	\$23,137	\$24,285	\$25,503	\$26,777	\$28,115	\$29,527

**2012-13 Salary Schedule
SSEA 196 Day, SY/5 Hours
(Con't)**

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$19,757	\$20,745	\$21,779	\$22,871	\$24,011	\$25,214	\$26,477	\$27,797	\$29,191
E1.5	\$19,955	\$20,952	\$21,997	\$23,099	\$24,251	\$25,466	\$26,742	\$28,075	\$29,483
E2	\$20,153	\$21,160	\$22,215	\$23,328	\$24,491	\$25,719	\$27,006	\$28,353	\$29,775
E2.5	\$20,355	\$21,371	\$22,439	\$23,561	\$24,735	\$25,977	\$27,275	\$28,636	\$30,072
1	\$20,557	\$21,582	\$22,662	\$23,794	\$24,979	\$26,235	\$27,544	\$28,918	\$30,369
1.5	\$20,986	\$22,034	\$23,134	\$24,296	\$25,506	\$26,784	\$28,122	\$29,524	\$31,008
2	\$21,416	\$22,487	\$23,606	\$24,798	\$26,033	\$27,334	\$28,701	\$30,130	\$31,646
2.5	\$21,877	\$22,970	\$24,118	\$25,329	\$26,591	\$27,921	\$29,318	\$30,781	\$32,326
3	\$22,337	\$23,453	\$24,631	\$25,861	\$27,150	\$28,508	\$29,935	\$31,432	\$33,006
3.5	\$22,829	\$23,969	\$25,171	\$26,427	\$27,748	\$29,134	\$30,594	\$32,126	\$33,730
4	\$23,320	\$24,484	\$25,712	\$26,993	\$28,346	\$29,761	\$31,252	\$32,820	\$34,455
4.5	\$23,846	\$25,038	\$26,289	\$27,602	\$28,985	\$30,429	\$31,955	\$33,556	\$35,230
5	\$24,371	\$25,592	\$26,867	\$28,210	\$29,624	\$31,097	\$32,658	\$34,293	\$36,005
5.5	\$24,931	\$26,179	\$27,485	\$28,861	\$30,303	\$31,815	\$33,409	\$35,080	\$36,831
6	\$25,491	\$26,766	\$28,103	\$29,511	\$30,982	\$32,533	\$34,160	\$35,868	\$37,657
6.5	\$26,428	\$27,750	\$29,139	\$30,597	\$32,124	\$33,731	\$35,417	\$37,187	\$39,044
7	\$27,364	\$28,735	\$30,174	\$31,684	\$33,265	\$34,929	\$36,673	\$38,506	\$40,431
7.5	\$28,057	\$29,462	\$30,936	\$32,485	\$34,107	\$35,812	\$37,601	\$39,480	\$41,454
8	\$28,750	\$30,189	\$31,699	\$33,287	\$34,948	\$36,694	\$38,529	\$40,455	\$42,477
8.5	\$29,181	\$30,642	\$32,175	\$33,787	\$35,472	\$37,244	\$39,106	\$41,061	\$43,113
9	\$29,612	\$31,095	\$32,651	\$34,287	\$35,996	\$37,793	\$39,682	\$41,668	\$43,750
9.5	\$30,037	\$31,542	\$33,120	\$34,779	\$36,515	\$38,340	\$40,254	\$42,268	\$44,381
10	\$30,462	\$31,989	\$33,589	\$35,270	\$37,033	\$38,887	\$40,825	\$42,868	\$45,013
10.5	\$30,728	\$32,269	\$33,882	\$35,579	\$37,357	\$39,227	\$41,182	\$43,244	\$45,407
10A	\$30,995	\$32,549	\$34,176	\$35,887	\$37,681	\$39,568	\$41,540	\$43,619	\$45,800

Salary Schedule for 2012 - 2013 - Hourly Paid Employees

Title		Step 1	Step 2	Step 3	Step 4
Elementary School Monitors (Lunch/Playground Aide, Greeter)	K	\$13.65	\$14.25		
Regular Food Service Worker (less than 5 hrs/day)	SU	\$14.32	\$14.95	5 hrs a day or more will go to contract salary	
Secondary School Monitor (Duty Aide, Bus Monitor)	L	\$14.60	\$15.30	\$16.07 Hourly Five Hours or More	\$16.84 Hourly Five Hours or More
Lead Food Service Worker (less than 5 hrs/day)	TU	\$15.76	\$16.33	5 hrs a day or more will go to contract salary	
School Monitor (AV Aide, Special Projects, Mail Clerk)	M	\$16.42	\$17.13	\$18.02	
Elementary Teacher Aide, Lab Aide	M U	\$17.17	\$17.98	6 hrs/day or more will go to contract salary	
Special Ed Aide	R	\$17.23	\$17.98	\$18.86	5 hrs a day or more will go to contract salary
School Monitor (Secondary Teacher Aide)		\$17.23	\$17.98	5 hrs a day or more will go to contract salary	
*Clerk Typist (employees that are not 12 month employees)	N	\$19.97	\$20.78	6 hrs/day or more will go to contract salary	
Sr. Clerk Typist/Account Clerk/Account Clerk Typist		\$22.02	\$22.93	6 hrs/day or more will go to contract salary	
P/T Messenger/Lunch Office, Bus Driver	Q	\$22.02	\$22.95	\$24.07	\$25.24
Sp. Ed. For Sp. Programs CAP		\$19.01	\$19.81	\$20.66	5 hrs a day or more will go to contract salary

*** All regular hourly employees that are hired as 12 month employees, shall have their hourly wage based on the contract salary schedule. A new employee commencing regular full workweek service with the District after January 1 shall be held at his/her current step for the following year.**

2013-14 Salary Schedule SSEA 12-Month

Salary Step	Salary Grade								
	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1	\$24,016	\$25,221	\$26,481	\$27,803	\$29,197	\$30,656	\$32,187	\$33,799	\$35,483
E1.5	\$24,256	\$25,473	\$26,746	\$28,081	\$29,489	\$30,962	\$32,508	\$34,137	\$35,838
E2	\$24,496	\$25,726	\$27,011	\$28,359	\$29,781	\$31,269	\$32,830	\$34,475	\$36,193
E2.5	\$24,742	\$25,983	\$27,279	\$28,643	\$30,078	\$31,580	\$33,158	\$34,817	\$36,554
1	\$24,988	\$26,242	\$27,547	\$28,927	\$30,376	\$31,892	\$33,486	\$35,160	\$36,916
1.5	\$25,512	\$26,789	\$28,129	\$29,533	\$31,012	\$32,563	\$34,189	\$35,895	\$37,692
2	\$26,036	\$27,337	\$28,711	\$30,140	\$31,648	\$33,234	\$34,892	\$36,630	\$38,468
2.5	\$26,599	\$27,925	\$29,325	\$30,786	\$32,328	\$33,949	\$35,642	\$37,421	\$39,295
3	\$27,162	\$28,513	\$29,938	\$31,432	\$33,007	\$34,663	\$36,391	\$38,211	\$40,123
3.5	\$27,757	\$29,141	\$30,601	\$32,125	\$33,734	\$35,424	\$37,192	\$39,051	\$41,005
4	\$28,352	\$29,769	\$31,264	\$32,818	\$34,460	\$36,186	\$37,993	\$39,892	\$41,887
4.5	\$28,992	\$30,440	\$31,962	\$33,558	\$35,235	\$37,001	\$38,847	\$40,791	\$42,831
5	\$29,632	\$31,112	\$32,661	\$34,298	\$36,009	\$37,816	\$39,702	\$41,691	\$43,776
5.5	\$30,310	\$31,826	\$33,410	\$35,085	\$36,838	\$38,681	\$40,616	\$42,648	\$44,781
6	\$30,988	\$32,539	\$34,160	\$35,872	\$37,666	\$39,546	\$41,529	\$43,605	\$45,786
6.5	\$32,127	\$33,737	\$35,423	\$37,196	\$39,053	\$41,004	\$43,057	\$45,209	\$47,472
7	\$33,267	\$34,936	\$36,687	\$38,520	\$40,440	\$42,462	\$44,584	\$46,813	\$49,158
7.5	\$34,110	\$35,819	\$37,614	\$39,495	\$41,463	\$43,537	\$45,713	\$47,997	\$50,400
8	\$34,953	\$36,703	\$38,542	\$40,470	\$42,486	\$44,611	\$46,841	\$49,182	\$51,643
8.5	\$35,477	\$37,254	\$39,121	\$41,078	\$43,124	\$45,281	\$47,544	\$49,919	\$52,419
9	\$36,000	\$37,804	\$39,699	\$41,686	\$43,762	\$45,951	\$48,246	\$50,656	\$53,195
9.5	\$36,518	\$38,345	\$40,268	\$42,283	\$44,390	\$46,609	\$48,939	\$51,385	\$53,958
10	\$37,036	\$38,886	\$40,838	\$42,880	\$45,018	\$47,267	\$49,631	\$52,114	\$54,722
10.5	\$37,360	\$39,227	\$41,196	\$43,255	\$45,412	\$47,680	\$50,065	\$52,570	\$55,201
10A	\$37,685	\$39,567	\$41,552	\$43,630	\$45,806	\$48,094	\$50,500	\$53,026	\$55,679

2013-14 Salary Schedule
SSEA 12-Month
(Con't)

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$37,266	\$39,125	\$41,076	\$43,132	\$45,289	\$47,550	\$49,928	\$52,425	\$55,052
E1.5	\$37,638	\$39,517	\$41,487	\$43,563	\$45,742	\$48,026	\$50,427	\$52,949	\$55,603
E2	\$38,011	\$39,908	\$41,898	\$43,994	\$46,195	\$48,501	\$50,927	\$53,473	\$56,153
E2.5	\$38,391	\$40,306	\$42,317	\$44,435	\$46,657	\$48,987	\$51,436	\$54,006	\$56,713
1	\$38,771	\$40,704	\$42,737	\$44,876	\$47,119	\$49,474	\$51,945	\$54,540	\$57,273
1.5	\$39,581	\$41,557	\$43,631	\$45,819	\$48,106	\$50,513	\$53,034	\$55,687	\$58,476
2	\$40,391	\$42,411	\$44,526	\$46,762	\$49,093	\$51,553	\$54,123	\$56,833	\$59,679
2.5	\$41,258	\$43,327	\$45,487	\$47,766	\$50,149	\$52,659	\$55,290	\$58,056	\$60,963
3	\$42,125	\$44,243	\$46,449	\$48,771	\$51,204	\$53,766	\$56,456	\$59,280	\$62,246
3.5	\$43,054	\$45,212	\$47,470	\$49,841	\$52,331	\$54,948	\$57,695	\$60,585	\$63,614
4	\$43,982	\$46,181	\$48,492	\$50,910	\$53,459	\$56,130	\$58,935	\$61,890	\$64,982
4.5	\$44,971	\$47,224	\$49,581	\$52,057	\$54,665	\$57,393	\$60,263	\$63,282	\$66,443
5	\$45,961	\$48,268	\$50,671	\$53,203	\$55,871	\$58,656	\$61,591	\$64,673	\$67,904
5.5	\$47,016	\$49,374	\$51,838	\$54,429	\$57,152	\$60,006	\$63,009	\$66,160	\$69,466
6	\$48,071	\$50,481	\$53,006	\$55,655	\$58,433	\$61,356	\$64,426	\$67,647	\$71,028
6.5	\$49,843	\$52,339	\$54,954	\$57,704	\$60,587	\$63,615	\$66,796	\$70,138	\$73,645
7	\$51,616	\$54,197	\$56,903	\$59,753	\$62,742	\$65,873	\$69,165	\$72,629	\$76,262
7.5	\$52,921	\$55,567	\$58,342	\$61,266	\$64,328	\$67,540	\$70,916	\$74,466	\$78,191
8	\$54,226	\$56,938	\$59,781	\$62,780	\$65,914	\$69,207	\$72,668	\$76,303	\$80,120
8.5	\$55,040	\$57,792	\$60,678	\$63,721	\$66,902	\$70,245	\$73,757	\$77,447	\$81,321
9	\$55,854	\$58,645	\$61,575	\$64,662	\$67,890	\$71,282	\$74,847	\$78,591	\$82,522
9.5	\$56,653	\$59,488	\$62,461	\$65,591	\$68,869	\$72,310	\$75,923	\$79,718	\$83,708
10	\$57,453	\$60,330	\$63,348	\$66,521	\$69,847	\$73,338	\$76,999	\$80,846	\$84,894
10.5	\$57,956	\$60,858	\$63,902	\$67,103	\$70,458	\$73,979	\$77,672	\$81,553	\$85,637
10A	\$58,459	\$61,386	\$64,456	\$67,685	\$71,070	\$74,621	\$78,346	\$82,260	\$86,380

2013-14 Salary Schedule **SSEA 12-Month with Night Differential**

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$39,608	\$41,478	\$43,553		\$48,015	\$50,417	\$52,936	\$55,571	\$58,366
E1.5	\$39,903	\$41,893	\$43,988		\$48,495	\$50,922	\$53,465	\$56,126	\$58,949
E2	\$40,299	\$42,308	\$44,424		\$48,976	\$51,426	\$53,995	\$56,682	\$59,533
E2.5	\$40,702	\$42,732	\$44,868		\$49,466	\$51,940	\$54,535	\$57,249	\$60,128
1	\$41,105	\$43,156	\$45,313		\$49,956	\$52,455	\$55,074	\$57,815	\$60,722
1.5	\$41,965	\$44,059	\$46,261		\$51,003	\$53,555	\$56,231	\$59,029	\$61,998
2	\$42,824	\$44,962	\$47,209		\$52,051	\$54,656	\$57,388	\$60,244	\$63,273
2.5	\$43,746	\$45,933	\$48,229		\$53,169	\$55,830	\$58,622	\$61,541	\$64,633
3	\$44,667	\$46,906	\$49,249		\$54,287	\$57,003	\$59,856	\$62,837	\$65,993
3.5	\$45,652	\$47,933	\$50,332		\$55,485	\$58,258	\$61,179	\$64,221	\$67,447
4	\$46,636	\$48,961	\$51,415		\$56,682	\$59,513	\$62,501	\$65,605	\$68,900
4.5	\$47,684	\$50,067	\$52,669		\$57,959	\$60,862	\$63,901	\$67,079	\$70,448
5	\$48,732	\$51,172	\$53,724		\$59,237	\$62,192	\$65,301	\$68,552	\$71,995
5.5	\$49,852	\$52,347	\$54,961		\$60,594	\$63,621	\$66,803	\$70,129	\$73,649
6	\$50,972	\$53,522	\$56,198		\$61,951	\$65,050	\$68,305	\$71,705	\$75,304
6.5	\$52,847	\$55,492	\$58,265		\$64,235	\$67,447	\$70,820	\$74,346	\$78,079
7	\$54,723	\$57,461	\$60,332		\$66,520	\$69,844	\$73,334	\$76,987	\$80,855
7.5	\$56,109	\$58,916	\$61,857		\$68,202	\$71,611	\$75,190	\$78,935	\$82,899
8	\$57,495	\$60,371	\$63,382		\$69,885	\$73,378	\$77,045	\$80,882	\$84,943
8.5	\$58,356	\$61,276	\$64,334		\$70,934	\$74,478	\$78,202	\$82,094	\$86,219
9	\$59,217	\$62,181	\$65,285		\$71,983	\$75,578	\$79,359	\$83,305	\$87,495
9.5	\$60,065	\$63,073	\$66,225		\$73,021	\$76,667	\$80,498	\$84,501	\$88,752
10	\$60,914	\$63,966	\$67,164		\$74,059	\$77,755	\$81,637	\$85,697	\$90,008
10.5	\$61,447	\$64,526	\$67,752		\$74,707	\$78,436	\$82,352	\$86,447	\$90,796
10A	\$61,980	\$65,086	\$68,339		\$75,355	\$79,116	\$83,066	\$87,197	\$91,584

2013-14 Salary Schedule **SSEA 12-Month 6 Hours Per Day**

Salary Step	Salary Grade								
	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1	\$20,585	\$21,616	\$22,697	\$23,830	\$25,026	\$26,275	\$27,590	\$28,969	\$30,415
E1.5	\$20,791	\$21,833	\$22,924	\$24,068	\$25,277	\$26,538	\$27,866	\$29,259	\$30,719
E2	\$20,997	\$22,049	\$23,151	\$24,307	\$25,527	\$26,801	\$28,142	\$29,549	\$31,023
E2.5	\$21,208	\$22,271	\$23,382	\$24,551	\$25,782	\$27,069	\$28,423	\$29,844	\$31,333
1	\$21,419	\$22,493	\$23,613	\$24,795	\$26,037	\$27,337	\$28,704	\$30,139	\$31,642
1.5	\$21,868	\$22,962	\$24,112	\$25,314	\$26,582	\$27,911	\$29,306	\$30,768	\$32,307
2	\$22,317	\$23,430	\$24,610	\$25,833	\$27,126	\$28,485	\$29,908	\$31,398	\$32,971
2.5	\$22,799	\$23,935	\$25,136	\$26,387	\$27,709	\$29,097	\$30,549	\$32,075	\$33,681
3	\$23,281	\$24,440	\$25,662	\$26,941	\$28,292	\$29,709	\$31,191	\$32,753	\$34,391
3.5	\$23,792	\$24,977	\$26,230	\$27,535	\$28,915	\$30,363	\$31,878	\$33,473	\$35,147
4	\$24,303	\$25,514	\$26,798	\$28,129	\$29,638	\$31,016	\$32,565	\$34,194	\$35,902
4.5	\$24,851	\$26,091	\$27,397	\$28,762	\$30,202	\$31,715	\$33,298	\$34,964	\$36,712
5	\$25,399	\$26,667	\$27,995	\$29,395	\$30,866	\$32,413	\$34,030	\$35,735	\$37,522
5.5	\$25,980	\$27,279	\$28,637	\$30,071	\$31,576	\$33,155	\$34,813	\$36,556	\$38,383
6	\$26,562	\$27,891	\$29,279	\$30,747	\$32,286	\$33,897	\$35,596	\$37,377	\$39,244
6.5	\$27,538	\$28,918	\$30,362	\$31,883	\$33,475	\$35,146	\$36,905	\$38,750	\$40,689
7	\$28,514	\$29,946	\$31,446	\$33,019	\$34,664	\$36,395	\$38,214	\$40,124	\$42,134
7.5	\$29,237	\$30,703	\$32,240	\$33,853	\$35,540	\$37,317	\$39,182	\$41,139	\$43,200
8	\$29,960	\$31,460	\$33,035	\$34,688	\$36,417	\$38,238	\$40,149	\$42,154	\$44,265
8.5	\$30,408	\$31,932	\$33,531	\$35,209	\$36,964	\$38,812	\$40,752	\$42,786	\$44,930
9	\$30,857	\$32,404	\$34,028	\$35,731	\$37,512	\$39,386	\$41,354	\$43,419	\$45,595
9.5	\$31,302	\$32,867	\$34,515	\$36,242	\$38,049	\$39,950	\$41,947	\$44,044	\$46,249
10	\$31,746	\$33,330	\$35,002	\$36,753	\$38,587	\$40,514	\$42,540	\$44,669	\$46,904
10.5	\$32,024	\$33,622	\$35,309	\$37,075	\$38,924	\$40,869	\$42,912	\$45,060	\$47,314
10A	\$32,302	\$33,914	\$35,615	\$37,396	\$39,262	\$41,223	\$43,285	\$45,451	\$47,725

2013-14 Salary Schedule
SSEA 12-Month 6 Hours Per Day
(Con't)

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$31,940	\$33,536	\$35,207	\$36,970	\$38,820	\$40,758	\$42,797	\$44,936	\$47,187
E1.5	\$32,259	\$33,871	\$35,559	\$37,340	\$39,208	\$41,165	\$43,225	\$45,386	\$47,659
E2	\$32,579	\$34,207	\$35,912	\$37,709	\$39,596	\$41,573	\$43,653	\$45,835	\$48,131
E2.5	\$32,906	\$34,547	\$36,271	\$38,087	\$39,993	\$41,989	\$44,088	\$46,292	\$48,611
1	\$33,233	\$34,888	\$36,631	\$38,465	\$40,390	\$42,406	\$44,524	\$46,749	\$49,091
1.5	\$33,927	\$35,620	\$37,398	\$39,272	\$41,236	\$43,297	\$45,458	\$47,732	\$50,122
2	\$34,620	\$36,362	\$38,164	\$40,080	\$42,082	\$44,188	\$46,392	\$48,716	\$51,154
2.5	\$35,364	\$37,137	\$38,989	\$40,942	\$42,985	\$45,136	\$47,392	\$49,763	\$52,255
3	\$36,109	\$37,921	\$39,814	\$41,804	\$43,888	\$46,085	\$48,392	\$50,812	\$53,355
3.5	\$36,903	\$38,752	\$40,688	\$42,721	\$44,855	\$47,098	\$49,454	\$51,930	\$54,627
4	\$37,698	\$39,583	\$41,563	\$43,637	\$45,822	\$48,110	\$50,516	\$53,049	\$55,698
4.5	\$38,547	\$40,477	\$42,498	\$44,620	\$46,856	\$49,194	\$51,655	\$54,241	\$56,951
5	\$39,396	\$41,371	\$43,434	\$45,602	\$47,890	\$50,278	\$52,794	\$55,433	\$58,204
5.5	\$40,300	\$42,320	\$44,433	\$46,653	\$48,988	\$51,434	\$54,008	\$56,708	\$59,543
6	\$41,205	\$43,269	\$45,432	\$47,704	\$50,086	\$52,591	\$55,222	\$57,983	\$60,882
6.5	\$42,724	\$44,862	\$47,103	\$49,461	\$51,932	\$54,527	\$57,253	\$60,118	\$63,125
7	\$44,244	\$46,464	\$48,773	\$51,217	\$53,778	\$56,464	\$59,285	\$62,252	\$65,368
7.5	\$45,362	\$47,629	\$50,007	\$52,514	\$55,137	\$57,892	\$60,786	\$63,828	\$67,022
8	\$46,480	\$48,805	\$51,241	\$53,812	\$56,497	\$59,320	\$62,287	\$65,403	\$68,675
8.5	\$47,178	\$49,536	\$52,010	\$54,618	\$57,344	\$60,210	\$63,221	\$66,384	\$69,704
9	\$47,875	\$50,267	\$52,779	\$55,425	\$58,191	\$61,099	\$64,155	\$67,364	\$70,733
9.5	\$48,560	\$50,989	\$53,538	\$56,221	\$59,031	\$61,979	\$65,077	\$68,330	\$71,750
10	\$49,246	\$51,710	\$54,297	\$57,016	\$59,870	\$62,860	\$65,998	\$69,295	\$72,767
10.5	\$49,676	\$52,163	\$54,772	\$57,515	\$60,393	\$63,410	\$66,576	\$69,901	\$73,404
10A	\$50,107	\$52,615	\$55,247	\$58,014	\$60,917	\$63,960	\$67,153	\$70,508	\$74,040

2013-14 Salary Schedule
SSEA 12-Month Contract Salary Divided by 8

Salary Grade		Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1		\$11.50	\$12.08	\$12.68	\$13.32	\$13.98	\$14.68	\$15.42	\$16.19	\$16.99
E1.5		\$11.62	\$12.20	\$12.81	\$13.45	\$14.12	\$14.83	\$15.57	\$16.35	\$17.16
E2		\$11.73	\$12.32	\$12.94	\$13.58	\$14.26	\$14.98	\$15.72	\$16.51	\$17.33
E2.5		\$11.85	\$12.44	\$13.06	\$13.72	\$14.41	\$15.12	\$15.88	\$16.67	\$17.51
1		\$11.97	\$12.57	\$13.19	\$13.85	\$14.55	\$15.27	\$16.04	\$16.84	\$17.68
1.5		\$12.22	\$12.83	\$13.47	\$14.14	\$14.86	\$15.60	\$16.37	\$17.19	\$18.05
2		\$12.47	\$13.09	\$13.75	\$14.43	\$15.16	\$15.92	\$16.71	\$17.54	\$18.42
2.5		\$12.74	\$13.37	\$14.04	\$14.74	\$15.48	\$16.26	\$17.07	\$17.92	\$18.82
3		\$13.01	\$13.66	\$14.34	\$15.05	\$15.81	\$16.60	\$17.43	\$18.30	\$19.22
3.5		\$13.29	\$13.96	\$14.66	\$15.39	\$16.16	\$16.97	\$17.81	\$18.70	\$19.64
4		\$13.58	\$14.26	\$14.97	\$15.72	\$16.50	\$17.33	\$18.20	\$19.11	\$20.06
4.5		\$13.89	\$14.58	\$15.31	\$16.07	\$16.87	\$17.72	\$18.61	\$19.54	\$20.51
5		\$14.19	\$14.90	\$15.64	\$16.43	\$17.25	\$18.11	\$19.01	\$19.97	\$20.97
5.5		\$14.52	\$15.24	\$16.00	\$16.80	\$17.64	\$18.53	\$19.45	\$20.43	\$21.45
6		\$14.84	\$15.58	\$16.36	\$17.18	\$18.04	\$18.94	\$19.89	\$20.88	\$21.93
6.5		\$15.39	\$16.16	\$16.97	\$17.81	\$18.70	\$19.64	\$20.62	\$21.65	\$22.74
7		\$15.93	\$16.73	\$17.57	\$18.45	\$19.37	\$20.34	\$21.35	\$22.42	\$23.54
7.5		\$16.34	\$17.15	\$18.01	\$18.92	\$19.86	\$20.85	\$21.89	\$22.99	\$24.14
8		\$16.74	\$17.58	\$18.46	\$19.38	\$20.35	\$21.37	\$22.43	\$23.55	\$24.73
8.5		\$16.99	\$17.84	\$18.74	\$19.67	\$20.65	\$21.69	\$22.77	\$23.91	\$25.10
9		\$17.24	\$18.11	\$19.01	\$19.96	\$20.96	\$22.01	\$23.11	\$24.26	\$25.48
9.5		\$17.49	\$18.36	\$19.29	\$20.25	\$21.26	\$22.32	\$23.44	\$24.61	\$25.84
10		\$17.74	\$18.62	\$19.56	\$20.54	\$21.56	\$22.64	\$23.77	\$24.96	\$26.21
10.5		\$17.89	\$18.79	\$19.73	\$20.72	\$21.75	\$22.84	\$23.98	\$25.18	\$26.44
10A		\$18.05	\$18.95	\$19.90	\$20.90	\$21.94	\$23.03	\$24.19	\$25.40	\$26.67

2013-14 Salary Schedule
SSEA 12-Month Contract Salary Divided by 8
(Con't)

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$17.85	\$18.74	\$19.67	\$20.66	\$21.69	\$22.77	\$23.91	\$25.11	\$26.37
E1.5	\$18.03	\$18.93	\$19.87	\$20.86	\$21.91	\$23.00	\$24.15	\$25.36	\$26.63
E2	\$18.20	\$19.11	\$20.07	\$21.07	\$22.12	\$23.23	\$24.39	\$25.61	\$26.89
E2.5	\$18.39	\$19.30	\$20.27	\$21.28	\$22.35	\$23.46	\$24.63	\$25.87	\$27.16
1	\$18.57	\$19.49	\$20.47	\$21.49	\$22.57	\$23.69	\$24.88	\$26.12	\$27.43
1.5	\$18.96	\$19.90	\$20.90	\$21.94	\$23.04	\$24.19	\$25.40	\$26.67	\$28.01
2	\$19.34	\$20.31	\$21.32	\$22.40	\$23.51	\$24.69	\$25.92	\$27.22	\$28.58
2.5	\$19.76	\$20.75	\$21.79	\$22.88	\$24.02	\$25.22	\$26.48	\$27.80	\$29.20
3	\$20.17	\$21.19	\$22.25	\$23.36	\$24.52	\$25.75	\$27.04	\$28.39	\$29.81
3.5	\$20.62	\$21.65	\$22.73	\$23.87	\$25.06	\$26.32	\$27.63	\$29.02	\$30.47
4	\$21.06	\$22.12	\$23.22	\$24.38	\$25.60	\$26.88	\$28.23	\$29.64	\$31.12
4.5	\$21.54	\$22.62	\$23.75	\$24.93	\$26.18	\$27.49	\$28.86	\$30.31	\$31.82
5	\$22.01	\$23.12	\$24.27	\$25.48	\$26.76	\$28.09	\$29.50	\$30.97	\$32.52
5.5	\$22.52	\$23.66	\$24.83	\$26.07	\$27.37	\$28.74	\$30.18	\$31.69	\$33.27
6	\$23.02	\$24.18	\$25.39	\$26.65	\$27.99	\$29.39	\$30.86	\$32.40	\$34.02
6.5	\$23.87	\$25.07	\$26.32	\$27.64	\$29.02	\$30.47	\$31.99	\$33.59	\$35.27
7	\$24.72	\$25.96	\$27.25	\$28.62	\$30.05	\$31.55	\$33.13	\$34.78	\$36.52
7.5	\$25.35	\$26.61	\$27.94	\$29.34	\$30.81	\$32.35	\$33.96	\$35.66	\$37.45
8	\$25.97	\$27.27	\$28.63	\$30.07	\$31.57	\$33.15	\$34.80	\$36.54	\$38.37
8.5	\$26.36	\$27.68	\$29.06	\$30.52	\$32.04	\$33.64	\$35.32	\$37.09	\$38.95
9	\$26.75	\$28.09	\$29.49	\$30.97	\$32.51	\$34.14	\$35.85	\$37.64	\$39.52
9.5	\$27.13	\$28.49	\$29.91	\$31.41	\$32.98	\$34.63	\$36.36	\$38.18	\$40.09
10	\$27.52	\$28.89	\$30.34	\$31.86	\$33.45	\$35.12	\$36.88	\$38.72	\$40.66
10.5	\$27.76	\$29.15	\$30.60	\$32.14	\$33.74	\$35.43	\$37.20	\$39.06	\$41.01
10A	\$28.00	\$29.40	\$30.87	\$32.42	\$34.04	\$35.74	\$37.52	\$39.40	\$41.37

2013-14 Salary Schedule
SSEA 12-Month Contract Salary Divided by 7

Salary Step	Salary Grade								
	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1	\$13.14	\$13.80	\$14.49	\$15.22	\$15.98	\$16.78	\$17.62	\$18.50	\$19.42
E1.5	\$13.28	\$13.94	\$14.64	\$15.37	\$16.14	\$16.95	\$17.79	\$18.68	\$19.62
E2	\$13.41	\$14.08	\$14.78	\$15.52	\$16.30	\$17.11	\$17.97	\$18.87	\$19.81
E2.5	\$13.54	\$14.22	\$14.93	\$15.68	\$16.46	\$17.29	\$18.15	\$19.06	\$20.01
1	\$13.68	\$14.36	\$15.08	\$15.83	\$16.63	\$17.46	\$18.33	\$19.24	\$20.21
1.5	\$13.96	\$14.66	\$15.40	\$16.16	\$16.97	\$17.82	\$18.71	\$19.65	\$20.63
2	\$14.25	\$14.96	\$15.71	\$16.50	\$17.32	\$18.19	\$19.10	\$20.05	\$21.06
2.5	\$14.56	\$15.28	\$16.05	\$16.85	\$17.69	\$18.58	\$19.51	\$20.48	\$21.51
3	\$14.87	\$15.61	\$16.39	\$17.20	\$18.07	\$18.97	\$19.92	\$20.91	\$21.96
3.5	\$15.19	\$15.95	\$16.75	\$17.58	\$18.46	\$19.39	\$20.36	\$21.37	\$22.44
4	\$15.52	\$16.29	\$17.11	\$17.96	\$18.86	\$19.81	\$20.80	\$21.83	\$22.93
4.5	\$15.87	\$16.66	\$17.49	\$18.37	\$19.29	\$20.25	\$21.26	\$22.33	\$23.44
5	\$16.22	\$17.03	\$17.88	\$18.77	\$19.71	\$20.70	\$21.73	\$22.82	\$23.96
5.5	\$16.59	\$17.42	\$18.29	\$19.20	\$20.16	\$21.17	\$22.23	\$23.34	\$24.51
6	\$16.96	\$17.81	\$18.70	\$19.63	\$20.62	\$21.65	\$22.73	\$23.87	\$25.06
6.5	\$17.58	\$18.47	\$19.39	\$20.36	\$21.38	\$22.44	\$23.57	\$24.74	\$25.98
7	\$18.21	\$19.12	\$20.08	\$21.08	\$22.13	\$23.24	\$24.40	\$25.62	\$26.91
7.5	\$18.67	\$19.61	\$20.59	\$21.62	\$22.69	\$23.83	\$25.02	\$26.27	\$27.59
8	\$19.13	\$20.09	\$21.10	\$22.15	\$23.25	\$24.42	\$25.64	\$26.92	\$28.27
8.5	\$19.42	\$20.39	\$21.41	\$22.48	\$23.60	\$24.78	\$26.02	\$27.32	\$28.69
9	\$19.70	\$20.69	\$21.73	\$22.82	\$23.95	\$25.15	\$26.41	\$27.73	\$29.12
9.5	\$19.99	\$20.99	\$22.04	\$23.14	\$24.30	\$25.51	\$26.79	\$28.13	\$29.53
10	\$20.27	\$21.28	\$22.35	\$23.47	\$24.64	\$25.87	\$27.17	\$28.52	\$29.95
10.5	\$20.45	\$21.47	\$22.55	\$23.68	\$24.86	\$26.10	\$27.40	\$28.77	\$30.21
10A	\$20.63	\$21.66	\$22.74	\$23.88	\$25.07	\$26.32	\$27.64	\$29.02	\$30.48

2013-14 Salary Schedule
SSEA 12-Month Contract Salary Divided by 7
(Con't)

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$20.40	\$21.42	\$22.48	\$23.61	\$24.79	\$26.03	\$27.33	\$28.69	\$30.13
E1.5	\$20.60	\$21.63	\$22.71	\$23.84	\$25.04	\$26.29	\$27.60	\$28.98	\$30.43
E2	\$20.81	\$21.84	\$22.93	\$24.08	\$25.28	\$26.55	\$27.87	\$29.27	\$30.74
E2.5	\$21.01	\$22.06	\$23.16	\$24.32	\$25.54	\$26.81	\$28.15	\$29.56	\$31.04
1	\$21.22	\$22.28	\$23.39	\$24.56	\$25.79	\$27.08	\$28.43	\$29.85	\$31.35
1.5	\$21.66	\$22.75	\$23.88	\$25.08	\$26.33	\$27.65	\$29.03	\$30.48	\$32.01
2	\$22.11	\$23.21	\$24.37	\$25.59	\$26.87	\$28.22	\$29.62	\$31.11	\$32.67
2.5	\$22.58	\$23.71	\$24.90	\$26.14	\$27.45	\$28.82	\$30.26	\$31.78	\$33.37
3	\$23.06	\$24.22	\$25.42	\$26.69	\$28.03	\$29.43	\$30.90	\$32.45	\$34.07
3.5	\$23.57	\$24.75	\$25.98	\$27.28	\$28.64	\$30.08	\$31.58	\$33.16	\$34.82
4	\$24.07	\$25.28	\$26.54	\$27.87	\$29.26	\$30.72	\$32.26	\$33.88	\$35.57
4.5	\$24.61	\$25.85	\$27.14	\$28.49	\$29.92	\$31.41	\$32.98	\$34.64	\$36.37
5	\$25.16	\$26.42	\$27.73	\$29.12	\$30.58	\$32.10	\$33.71	\$35.40	\$37.17
5.5	\$25.73	\$27.02	\$28.37	\$29.79	\$31.28	\$32.84	\$34.49	\$36.21	\$38.02
6	\$26.31	\$27.63	\$29.01	\$30.46	\$31.98	\$33.58	\$35.26	\$37.03	\$38.88
6.5	\$27.28	\$28.65	\$30.08	\$31.58	\$33.16	\$34.82	\$36.56	\$38.39	\$40.31
7	\$28.25	\$29.66	\$31.15	\$32.71	\$34.34	\$36.06	\$37.86	\$39.75	\$41.74
7.5	\$28.97	\$30.41	\$31.93	\$33.53	\$35.21	\$36.97	\$38.82	\$40.76	\$42.80
8	\$29.68	\$31.16	\$32.72	\$34.36	\$36.08	\$37.88	\$39.77	\$41.76	\$43.85
8.5	\$30.13	\$31.63	\$33.21	\$34.88	\$36.62	\$38.45	\$40.37	\$42.39	\$44.51
9	\$30.57	\$32.10	\$33.70	\$35.39	\$37.16	\$39.02	\$40.97	\$43.02	\$45.17
9.5	\$31.01	\$32.56	\$34.19	\$35.90	\$37.69	\$39.58	\$41.56	\$43.63	\$45.82
10	\$31.45	\$33.02	\$34.67	\$36.41	\$38.23	\$40.14	\$42.14	\$44.25	\$46.47
10.5	\$31.72	\$33.31	\$34.98	\$36.73	\$38.57	\$40.49	\$42.51	\$44.64	\$46.87
10A	\$32.00	\$33.60	\$35.28	\$37.05	\$38.90	\$40.84	\$42.88	\$45.02	\$47.28

2013-14 Salary Schedule
SSEA 12-Month Contracted Night Differential Salary Divided by 8

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$18.92	\$19.87	\$20.86		\$23.00	\$24.15	\$25.35	\$26.61	\$27.95
E1.5	\$19.11	\$20.06	\$21.07		\$23.23	\$24.39	\$25.61	\$26.88	\$28.23
E2	\$19.30	\$20.26	\$21.28		\$23.46	\$24.63	\$25.86	\$27.15	\$28.51
E2.5	\$19.49	\$20.47	\$21.49		\$23.69	\$24.88	\$26.12	\$27.42	\$28.80
1	\$19.69	\$20.67	\$21.70		\$23.93	\$25.12	\$26.38	\$27.69	\$29.08
1.5	\$20.10	\$21.10	\$22.16		\$24.43	\$25.65	\$26.93	\$28.27	\$29.69
2	\$20.51	\$21.53	\$22.61		\$24.93	\$26.18	\$27.48	\$28.85	\$30.30
2.5	\$20.95	\$22.00	\$23.10		\$25.46	\$26.74	\$28.08	\$29.47	\$30.95
3	\$21.39	\$22.46	\$23.59		\$26.00	\$27.30	\$28.67	\$30.09	\$31.61
3.5	\$21.86	\$22.96	\$24.11		\$26.57	\$27.90	\$29.30	\$30.76	\$32.30
4	\$22.34	\$23.45	\$24.62		\$27.15	\$28.50	\$29.93	\$31.42	\$33.00
4.5	\$22.84	\$23.98	\$25.18		\$27.76	\$29.14	\$30.60	\$32.13	\$33.74
5	\$23.34	\$24.51	\$25.73		\$28.37	\$29.79	\$31.27	\$32.83	\$34.48
5.5	\$23.88	\$25.07	\$26.32		\$29.02	\$30.47	\$31.99	\$33.59	\$35.27
6	\$24.41	\$25.63	\$26.91		\$29.67	\$31.15	\$32.71	\$34.34	\$36.07
6.5	\$25.31	\$26.58	\$27.90		\$30.76	\$32.30	\$33.92	\$35.61	\$37.39
7	\$26.21	\$27.52	\$28.89		\$31.86	\$33.45	\$35.12	\$36.87	\$38.72
7.5	\$26.87	\$28.22	\$29.63		\$32.66	\$34.30	\$36.01	\$37.80	\$39.70
8	\$27.54	\$28.91	\$30.36		\$33.47	\$35.14	\$36.90	\$38.74	\$40.68
8.5	\$27.95	\$29.35	\$30.81		\$33.97	\$35.67	\$37.45	\$39.32	\$41.29
9	\$28.36	\$29.78	\$31.27		\$34.47	\$36.20	\$38.01	\$39.90	\$41.90
9.5	\$28.77	\$30.21	\$31.72		\$34.97	\$36.72	\$38.55	\$40.47	\$42.51
10	\$29.17	\$30.64	\$32.17		\$35.47	\$37.24	\$39.10	\$41.04	\$43.11
10.5	\$29.43	\$30.90	\$32.45		\$35.78	\$37.56	\$39.44	\$41.40	\$43.48
10A	\$29.68	\$31.17	\$32.73		\$36.09	\$37.89	\$39.78	\$41.76	\$43.86

2013-14 Salary Schedule SSEA 11-Month

Salary Step	Salary Grade								
	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1	\$22,086	\$23,192	\$24,345	\$25,564	\$26,845	\$28,187	\$29,598	\$31,072	\$32,624
E1.5	\$22,307	\$23,423	\$24,589	\$25,819	\$27,113	\$28,469	\$29,894	\$31,382	\$32,950
E2	\$22,527	\$23,655	\$24,832	\$26,075	\$27,382	\$28,751	\$30,190	\$31,693	\$33,276
E2.5	\$22,753	\$23,893	\$25,081	\$26,336	\$27,656	\$29,038	\$30,492	\$32,010	\$33,611
1	\$22,979	\$24,130	\$25,329	\$26,598	\$27,930	\$29,326	\$30,793	\$32,326	\$33,945
1.5	\$23,459	\$24,634	\$25,865	\$27,153	\$28,512	\$29,942	\$31,438	\$33,003	\$34,658
2	\$23,938	\$25,137	\$26,401	\$27,710	\$29,095	\$30,559	\$32,082	\$33,680	\$35,372
2.5	\$24,454	\$25,678	\$26,967	\$28,306	\$29,721	\$31,213	\$32,770	\$34,408	\$36,133
3	\$24,970	\$26,218	\$27,533	\$28,901	\$30,346	\$31,867	\$33,458	\$35,135	\$36,895
3.5	\$25,519	\$26,794	\$28,137	\$29,538	\$31,016	\$32,568	\$34,197	\$35,909	\$37,705
4	\$26,068	\$27,370	\$28,741	\$30,174	\$31,686	\$33,268	\$34,936	\$36,684	\$38,515
4.5	\$26,655	\$27,986	\$29,387	\$30,854	\$32,400	\$34,021	\$35,722	\$37,508	\$39,384
5	\$27,243	\$28,602	\$30,033	\$31,535	\$33,114	\$34,773	\$36,508	\$38,332	\$40,253
5.5	\$27,868	\$29,260	\$30,722	\$32,262	\$33,873	\$35,569	\$37,349	\$39,215	\$41,179
6	\$28,493	\$29,918	\$31,410	\$32,989	\$34,632	\$36,365	\$38,191	\$40,098	\$42,105
6.5	\$29,543	\$31,021	\$32,571	\$34,203	\$35,909	\$37,706	\$39,595	\$41,582	\$43,653
7	\$30,592	\$32,124	\$33,731	\$35,418	\$37,186	\$39,048	\$40,998	\$43,067	\$45,201
7.5	\$31,365	\$32,934	\$34,585	\$36,314	\$38,125	\$40,035	\$42,036	\$44,157	\$46,345
8	\$32,139	\$33,745	\$35,438	\$37,211	\$39,064	\$41,023	\$43,073	\$45,247	\$47,489
8.5	\$32,622	\$34,252	\$35,968	\$37,768	\$39,651	\$41,638	\$43,720	\$45,926	\$48,201
9	\$33,104	\$34,759	\$36,499	\$38,324	\$40,237	\$42,253	\$44,367	\$46,605	\$48,914
9.5	\$33,581	\$35,269	\$37,023	\$38,878	\$40,817	\$42,859	\$45,004	\$47,261	\$49,618
10	\$34,058	\$35,758	\$37,548	\$39,431	\$41,396	\$43,466	\$45,642	\$47,917	\$50,321
10.5	\$34,356	\$36,071	\$37,878	\$39,776	\$41,758	\$43,846	\$46,041	\$48,336	\$50,762
10A	\$34,654	\$36,384	\$38,205	\$40,121	\$42,120	\$44,226	\$46,441	\$48,756	\$51,202

2013-14 Salary Schedule
SSEA 11-Month
(Con't)

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$34,266	\$35,972	\$37,772	\$39,655	\$41,641	\$43,725	\$45,908	\$48,206	\$50,621
E1.5	\$34,609	\$36,332	\$38,150	\$40,051	\$42,057	\$44,162	\$46,367	\$48,688	\$51,127
E2	\$34,951	\$36,692	\$38,527	\$40,448	\$42,474	\$44,600	\$46,826	\$49,170	\$51,633
E2.5	\$35,300	\$37,059	\$38,912	\$40,854	\$42,898	\$45,046	\$47,293	\$49,662	\$52,150
1	\$35,649	\$37,426	\$39,297	\$41,261	\$43,321	\$45,491	\$47,761	\$50,164	\$52,666
1.5	\$36,394	\$38,211	\$40,121	\$42,129	\$44,232	\$46,449	\$48,765	\$51,204	\$53,771
2	\$37,139	\$38,996	\$40,945	\$42,996	\$45,143	\$47,406	\$49,769	\$52,254	\$54,876
2.5	\$37,937	\$39,837	\$41,828	\$43,922	\$46,114	\$48,422	\$50,842	\$53,383	\$55,055
3	\$38,736	\$40,678	\$42,712	\$44,847	\$47,085	\$49,438	\$51,916	\$54,512	\$57,233
3.5	\$39,586	\$41,571	\$43,651	\$45,830	\$48,121	\$50,524	\$53,058	\$55,710	\$58,492
4	\$40,437	\$42,465	\$44,591	\$46,813	\$49,158	\$51,611	\$54,197	\$56,907	\$59,751
4.5	\$41,348	\$43,422	\$45,591	\$47,865	\$50,267	\$52,774	\$55,416	\$58,187	\$61,094
5	\$42,260	\$44,380	\$46,592	\$48,918	\$51,377	\$53,936	\$56,634	\$59,468	\$62,436
5.5	\$43,233	\$45,398	\$47,665	\$50,046	\$52,551	\$55,177	\$57,936	\$60,833	\$63,871
6	\$44,206	\$46,417	\$48,738	\$51,173	\$53,726	\$56,417	\$59,238	\$62,199	\$65,306
6.5	\$45,833	\$48,125	\$50,530	\$53,060	\$55,709	\$58,495	\$61,419	\$64,489	\$67,713
7	\$47,460	\$49,834	\$52,323	\$54,948	\$57,691	\$60,572	\$63,600	\$66,779	\$70,120
7.5	\$48,659	\$51,093	\$53,646	\$56,338	\$59,153	\$62,103	\$65,208	\$68,470	\$71,895
8	\$49,858	\$52,353	\$54,970	\$57,728	\$60,614	\$63,634	\$66,816	\$70,160	\$73,669
8.5	\$50,608	\$53,139	\$55,796	\$58,594	\$61,523	\$64,588	\$67,819	\$71,212	\$74,774
9	\$51,357	\$53,925	\$56,622	\$59,460	\$62,432	\$65,543	\$68,823	\$72,264	\$75,880
9.5	\$52,095	\$54,701	\$57,434	\$60,313	\$63,331	\$66,487	\$69,813	\$73,300	\$76,970
10	\$52,832	\$55,477	\$58,247	\$61,167	\$64,229	\$67,432	\$70,803	\$74,337	\$78,060
10.5	\$53,294	\$55,963	\$58,756	\$61,703	\$64,791	\$68,022	\$71,423	\$74,987	\$78,743
10A	\$53,756	\$56,448	\$59,266	\$62,238	\$65,353	\$68,612	\$72,043	\$75,638	\$79,426

2013-14 Salary Schedule
SSEA 196 Day, SY/7 Hours

Salary Step	Salary Grade								
	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1	\$18,052	\$18,958	\$19,899	\$20,897	\$21,944	\$23,038	\$24,191	\$25,401	\$26,669
E1.5	\$18,233	\$19,147	\$20,098	\$21,106	\$22,164	\$23,269	\$24,433	\$25,655	\$26,936
E2	\$18,413	\$19,337	\$20,297	\$21,315	\$22,383	\$23,499	\$24,675	\$25,909	\$27,203
E2.5	\$18,597	\$19,530	\$20,500	\$21,526	\$22,607	\$23,735	\$24,921	\$26,168	\$27,475
1	\$18,781	\$19,723	\$20,702	\$21,738	\$22,830	\$23,971	\$25,168	\$26,427	\$27,748
1.5	\$19,175	\$20,135	\$21,140	\$22,195	\$23,306	\$24,474	\$25,695	\$26,980	\$28,328
2	\$19,569	\$20,548	\$21,578	\$22,651	\$23,782	\$24,977	\$26,223	\$27,534	\$28,908
2.5	\$19,992	\$20,988	\$22,040	\$23,138	\$24,295	\$25,514	\$26,788	\$28,127	\$29,532
3	\$20,416	\$21,429	\$22,501	\$23,626	\$24,808	\$26,051	\$27,353	\$28,720	\$30,156
3.5	\$20,865	\$21,899	\$22,997	\$24,146	\$25,354	\$26,624	\$27,964	\$29,353	\$30,818
4	\$21,314	\$22,369	\$23,494	\$24,666	\$25,900	\$27,197	\$28,556	\$29,985	\$31,479
4.5	\$21,790	\$22,875	\$24,020	\$25,224	\$26,482	\$27,809	\$29,194	\$30,659	\$32,193
5	\$22,266	\$23,380	\$24,547	\$25,782	\$27,065	\$28,421	\$29,833	\$31,332	\$32,907
5.5	\$22,779	\$23,918	\$25,112	\$26,372	\$27,688	\$29,073	\$30,525	\$32,054	\$33,659
6	\$23,292	\$24,456	\$25,676	\$26,963	\$28,310	\$29,725	\$31,217	\$32,775	\$34,411
6.5	\$24,146	\$25,357	\$26,624	\$27,957	\$29,351	\$30,819	\$32,365	\$33,979	\$35,679
7	\$25,000	\$26,258	\$27,571	\$28,951	\$30,392	\$31,914	\$33,512	\$35,182	\$36,946
7.5	\$25,634	\$26,921	\$28,267	\$29,683	\$31,163	\$32,721	\$34,360	\$36,074	\$37,882
8	\$26,267	\$27,584	\$28,964	\$30,415	\$31,935	\$33,529	\$35,207	\$36,965	\$38,817
8.5	\$26,661	\$27,999	\$29,398	\$30,870	\$32,412	\$34,031	\$35,736	\$37,519	\$39,399
9	\$27,055	\$28,414	\$29,832	\$31,326	\$32,890	\$34,534	\$36,264	\$38,072	\$39,982
9.5	\$27,445	\$28,821	\$30,262	\$31,776	\$33,364	\$35,032	\$36,783	\$38,622	\$40,558
10	\$27,836	\$29,228	\$30,692	\$32,228	\$33,838	\$35,530	\$37,301	\$39,172	\$41,135
10.5	\$28,079	\$29,483	\$30,961	\$32,508	\$34,134	\$35,841	\$37,628	\$39,514	\$41,495
10A	\$28,323	\$29,739	\$31,229	\$32,790	\$34,430	\$36,152	\$37,954	\$39,857	\$41,855

2013-14 Salary Schedule
SSEA 196 Day, SY/7 Hours
(Con't)

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$28,007	\$29,403	\$30,872	\$32,418	\$34,039	\$35,742	\$37,525	\$39,398	\$41,376
E1.5	\$28,287	\$29,698	\$31,181	\$32,742	\$34,380	\$36,099	\$37,901	\$39,792	\$41,790
E2	\$28,567	\$29,992	\$31,490	\$33,067	\$34,720	\$36,457	\$38,276	\$40,186	\$42,204
E2.5	\$28,854	\$30,290	\$31,806	\$33,398	\$35,068	\$36,822	\$38,659	\$40,588	\$42,626
1	\$29,142	\$30,589	\$32,122	\$33,730	\$35,416	\$37,188	\$39,042	\$40,991	\$43,048
1.5	\$29,761	\$31,232	\$32,791	\$34,437	\$36,166	\$37,966	\$39,861	\$41,854	\$43,950
2	\$30,361	\$31,875	\$33,460	\$35,144	\$36,897	\$38,744	\$40,680	\$42,717	\$44,852
2.5	\$31,010	\$32,563	\$34,188	\$35,897	\$37,691	\$39,578	\$41,555	\$43,635	\$45,818
3	\$31,658	\$33,251	\$34,915	\$36,651	\$38,484	\$40,411	\$42,430	\$44,553	\$46,783
3.5	\$32,356	\$33,980	\$35,681	\$37,458	\$39,331	\$41,299	\$43,363	\$45,534	\$47,811
4	\$33,053	\$34,709	\$36,446	\$38,265	\$40,178	\$42,187	\$44,296	\$46,515	\$48,840
4.5	\$33,799	\$35,491	\$37,267	\$39,127	\$41,084	\$43,138	\$45,295	\$47,562	\$49,938
5	\$34,544	\$36,274	\$38,087	\$39,989	\$41,991	\$44,089	\$46,294	\$48,608	\$51,037
5.5	\$35,339	\$37,109	\$38,962	\$40,909	\$42,853	\$45,102	\$47,358	\$49,725	\$52,211
6	\$36,134	\$37,943	\$39,837	\$41,829	\$43,916	\$46,115	\$48,422	\$50,842	\$53,384
6.5	\$37,462	\$39,337	\$41,304	\$43,371	\$45,536	\$47,814	\$50,205	\$52,713	\$55,349
7	\$38,790	\$40,730	\$42,770	\$44,912	\$47,156	\$49,512	\$51,988	\$54,585	\$57,314
7.5	\$39,772	\$41,761	\$43,854	\$46,047	\$48,349	\$50,765	\$53,304	\$55,966	\$58,765
8	\$40,755	\$42,792	\$44,937	\$47,183	\$49,542	\$52,018	\$54,620	\$57,347	\$60,216
8.5	\$41,365	\$43,433	\$45,611	\$47,891	\$50,285	\$52,798	\$55,441	\$58,205	\$61,119
9	\$41,976	\$44,075	\$46,284	\$48,599	\$51,028	\$53,578	\$56,262	\$59,064	\$62,022
9.5	\$42,580	\$44,709	\$46,948	\$49,300	\$51,763	\$54,347	\$57,068	\$59,916	\$62,914
10	\$43,183	\$45,342	\$47,612	\$50,000	\$52,497	\$55,116	\$57,874	\$60,768	\$63,806
10.5	\$43,561	\$45,739	\$48,029	\$50,438	\$52,957	\$55,599	\$58,381	\$61,300	\$64,364
10A	\$43,939	\$46,136	\$48,446	\$50,875	\$53,416	\$56,081	\$58,887	\$61,832	\$64,922

2013-14 Salary Schedule
SSEA 196 Day, SY/6 Hours

Salary Grade										
Salary Step	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15	
E1	\$15,473	\$16,247	\$17,059	\$17,911	\$18,811	\$19,749	\$20,734	\$21,771	\$22,860	
E1.5	\$15,627	\$16,409	\$17,229	\$18,090	\$18,999	\$19,948	\$20,942	\$21,989	\$23,088	
E2	\$15,782	\$16,572	\$17,400	\$18,269	\$19,188	\$20,144	\$21,149	\$22,206	\$23,317	
E2.5	\$15,939	\$16,737	\$17,573	\$18,452	\$19,378	\$20,345	\$21,359	\$22,428	\$23,549	
1	\$16,096	\$16,903	\$17,747	\$18,634	\$19,569	\$20,546	\$21,569	\$22,650	\$23,781	
1.5	\$16,433	\$17,257	\$18,121	\$19,026	\$19,977	\$20,978	\$22,024	\$23,123	\$24,282	
2	\$16,769	\$17,612	\$18,495	\$19,418	\$20,386	\$21,410	\$22,478	\$23,596	\$24,782	
2.5	\$17,133	\$17,989	\$18,890	\$19,835	\$20,826	\$21,868	\$22,963	\$24,109	\$25,317	
3	\$17,497	\$18,366	\$19,286	\$20,253	\$21,265	\$22,326	\$23,447	\$24,622	\$25,851	
3.5	\$17,882	\$18,772	\$19,711	\$20,697	\$21,734	\$22,816	\$23,962	\$25,161	\$26,416	
4	\$18,266	\$19,178	\$20,137	\$21,141	\$22,202	\$23,307	\$24,477	\$25,701	\$26,982	
4.5	\$18,678	\$19,610	\$20,588	\$21,619	\$22,699	\$23,834	\$25,026	\$26,279	\$27,591	
5	\$19,090	\$20,042	\$21,039	\$22,097	\$23,196	\$24,362	\$25,576	\$26,858	\$28,200	
5.5	\$19,526	\$20,501	\$21,523	\$22,603	\$23,728	\$24,920	\$26,166	\$27,475	\$28,847	
6	\$19,962	\$20,959	\$22,007	\$23,109	\$24,261	\$25,478	\$26,756	\$28,093	\$29,495	
6.5	\$20,696	\$21,728	\$22,819	\$23,961	\$25,159	\$26,416	\$27,740	\$29,125	\$30,581	
7	\$21,430	\$22,498	\$23,632	\$24,812	\$26,056	\$27,354	\$28,725	\$30,157	\$31,667	
7.5	\$21,974	\$23,068	\$24,229	\$25,440	\$26,716	\$28,046	\$29,451	\$30,921	\$32,468	
8	\$22,517	\$23,638	\$24,826	\$26,068	\$27,376	\$28,738	\$30,178	\$31,684	\$33,270	
8.5	\$22,855	\$23,993	\$25,199	\$26,459	\$27,787	\$29,169	\$30,631	\$32,158	\$33,769	
9	\$23,193	\$24,349	\$25,572	\$26,851	\$28,198	\$29,600	\$31,084	\$32,633	\$34,268	
9.5	\$23,523	\$24,700	\$25,940	\$27,238	\$28,600	\$30,027	\$31,529	\$33,104	\$34,760	
10	\$23,854	\$25,052	\$26,308	\$27,625	\$29,002	\$30,455	\$31,973	\$33,576	\$35,252	
10.5	\$24,062	\$25,271	\$26,538	\$27,867	\$29,255	\$30,721	\$32,253	\$33,870	\$35,560	
10A	\$24,271	\$25,491	\$26,768	\$28,109	\$29,509	\$30,988	\$32,533	\$34,163	\$35,869	

2013-14 Salary Schedule
SSEA 196 Day, SY/6 Hours
(Con't)

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$24,007	\$25,201	\$26,464	\$27,784	\$29,177	\$30,634	\$32,159	\$33,772	\$35,466
E1.5	\$24,247	\$25,453	\$26,729	\$28,062	\$29,469	\$30,940	\$32,480	\$34,109	\$35,821
E2	\$24,487	\$25,705	\$26,993	\$28,340	\$29,760	\$31,246	\$32,802	\$34,447	\$36,175
E2.5	\$24,732	\$25,962	\$27,265	\$28,622	\$30,060	\$31,561	\$33,130	\$34,793	\$36,536
1	\$24,977	\$26,220	\$27,536	\$28,904	\$30,359	\$31,875	\$33,458	\$35,138	\$36,897
1.5	\$25,500	\$26,771	\$28,110	\$29,514	\$30,995	\$32,542	\$34,164	\$35,877	\$37,671
2	\$26,024	\$27,321	\$28,684	\$30,123	\$31,632	\$33,210	\$34,869	\$36,616	\$38,445
2.5	\$26,582	\$27,909	\$29,304	\$30,772	\$32,311	\$33,924	\$35,620	\$37,404	\$39,272
3	\$27,139	\$28,497	\$29,924	\$31,421	\$32,990	\$34,638	\$36,371	\$38,192	\$40,099
3.5	\$27,737	\$29,123	\$30,583	\$32,109	\$33,714	\$35,400	\$37,168	\$39,033	\$40,982
4	\$28,334	\$29,749	\$31,241	\$32,798	\$34,438	\$36,162	\$37,965	\$39,873	\$41,864
4.5	\$28,970	\$30,421	\$31,944	\$33,536	\$35,216	\$36,977	\$38,821	\$40,767	\$42,804
5	\$29,607	\$31,093	\$32,646	\$34,275	\$35,993	\$37,792	\$39,678	\$41,661	\$43,744
5.5	\$30,290	\$31,808	\$33,396	\$35,063	\$36,818	\$38,660	\$40,592	\$42,621	\$44,750
6	\$30,972	\$32,523	\$34,146	\$35,851	\$37,642	\$39,528	\$41,506	\$43,581	\$45,755
6.5	\$32,111	\$33,719	\$35,404	\$37,170	\$39,031	\$40,983	\$43,031	\$45,184	\$47,441
7	\$33,251	\$34,914	\$36,661	\$38,490	\$40,420	\$42,439	\$44,556	\$46,787	\$49,127
7.5	\$34,091	\$35,799	\$37,590	\$39,464	\$41,442	\$43,513	\$45,681	\$47,971	\$50,369
8	\$34,932	\$36,683	\$38,518	\$40,438	\$42,463	\$44,586	\$46,807	\$49,155	\$51,611
8.5	\$35,456	\$37,231	\$39,096	\$41,045	\$43,102	\$45,254	\$47,509	\$49,890	\$52,386
9	\$35,981	\$37,780	\$39,674	\$41,652	\$43,740	\$45,921	\$48,212	\$50,626	\$53,161
9.5	\$36,500	\$38,323	\$40,243	\$42,253	\$44,370	\$46,584	\$48,907	\$51,357	\$53,925
10	\$37,018	\$38,867	\$40,813	\$42,854	\$45,000	\$47,247	\$49,602	\$52,088	\$54,688
10.5	\$37,342	\$39,207	\$41,170	\$43,229	\$45,393	\$47,661	\$50,038	\$52,544	\$55,166
10A	\$37,666	\$39,547	\$41,527	\$43,604	\$45,787	\$48,074	\$50,470	\$53,000	\$55,645

2013-14 Salary Schedule SSEA 196 Day, SY/5 Hours

Salary Grade									
Salary Step	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1	\$12,897	\$13,538	\$14,215	\$14,921	\$15,674	\$16,459	\$17,283	\$18,144	\$19,049
E1.5	\$13,026	\$13,673	\$14,358	\$15,071	\$15,831	\$16,624	\$17,456	\$18,325	\$19,239
E2	\$13,155	\$13,809	\$14,500	\$15,220	\$15,988	\$16,788	\$17,629	\$18,506	\$19,430
E2.5	\$13,285	\$13,948	\$14,646	\$15,373	\$16,148	\$16,956	\$17,805	\$18,693	\$19,624
1	\$13,415	\$14,088	\$14,792	\$15,525	\$16,308	\$17,123	\$17,982	\$18,879	\$19,817
1.5	\$13,696	\$14,383	\$15,102	\$15,851	\$16,647	\$17,481	\$18,357	\$19,271	\$20,234
2	\$13,976	\$14,678	\$15,412	\$16,177	\$16,986	\$17,840	\$18,732	\$19,664	\$20,651
2.5	\$14,277	\$14,991	\$15,743	\$16,527	\$17,352	\$18,226	\$19,135	\$20,090	\$21,096
3	\$14,579	\$15,305	\$16,074	\$16,877	\$17,719	\$18,612	\$19,538	\$20,516	\$21,542
3.5	\$14,900	\$15,644	\$16,427	\$17,246	\$18,110	\$19,018	\$19,967	\$20,968	\$22,014
4	\$15,221	\$15,983	\$16,781	\$17,614	\$18,501	\$19,425	\$20,396	\$21,420	\$22,487
4.5	\$15,563	\$16,341	\$17,157	\$18,015	\$18,917	\$19,861	\$20,856	\$21,902	\$22,995
5	\$15,905	\$16,698	\$17,532	\$18,415	\$19,332	\$20,298	\$21,316	\$22,383	\$23,503
5.5	\$16,271	\$17,082	\$17,934	\$18,836	\$19,774	\$20,766	\$21,806	\$22,895	\$24,041
6	\$16,637	\$17,466	\$18,337	\$19,256	\$20,217	\$21,235	\$22,296	\$23,406	\$24,579
6.5	\$17,249	\$18,110	\$19,014	\$19,967	\$20,966	\$22,013	\$23,116	\$24,268	\$25,485
7	\$17,860	\$18,753	\$19,691	\$20,677	\$21,714	\$22,791	\$23,936	\$25,131	\$26,391
7.5	\$18,311	\$19,228	\$20,190	\$21,202	\$22,264	\$23,368	\$24,542	\$25,768	\$27,059
8	\$18,761	\$19,703	\$20,690	\$21,726	\$22,813	\$23,945	\$25,148	\$26,404	\$27,726
8.5	\$19,043	\$19,998	\$20,999	\$22,051	\$23,154	\$24,305	\$25,525	\$26,801	\$28,142
9	\$19,325	\$20,293	\$21,308	\$22,376	\$23,495	\$24,665	\$25,901	\$27,199	\$28,557
9.5	\$19,605	\$20,585	\$21,616	\$22,700	\$23,830	\$25,021	\$26,273	\$27,588	\$28,969
10	\$19,886	\$20,877	\$21,923	\$23,023	\$24,166	\$25,377	\$26,646	\$27,977	\$29,382
10.5	\$20,060	\$21,060	\$22,115	\$23,225	\$24,377	\$25,600	\$26,879	\$28,222	\$29,639
10A	\$20,234	\$21,242	\$22,307	\$23,426	\$24,589	\$25,822	\$27,112	\$28,467	\$29,896

2013-14 Salary Schedule
SSEA 196 Day, SY/5 Hours
(Con't)

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$20,004	\$21,004	\$22,052	\$23,156	\$24,311	\$25,530	\$26,808	\$28,144	\$29,556
E1.5	\$20,204	\$21,214	\$22,272	\$23,388	\$24,555	\$25,785	\$27,076	\$28,426	\$29,851
E2	\$20,404	\$21,424	\$22,493	\$23,620	\$24,798	\$26,040	\$27,344	\$28,707	\$30,147
E2.5	\$20,609	\$21,638	\$22,719	\$23,855	\$25,045	\$26,301	\$27,616	\$28,993	\$30,448
1	\$20,813	\$21,851	\$22,946	\$24,091	\$25,292	\$26,563	\$27,888	\$29,280	\$30,748
1.5	\$21,249	\$22,310	\$23,423	\$24,599	\$25,825	\$27,119	\$28,474	\$29,893	\$31,395
2	\$21,684	\$22,768	\$23,901	\$25,107	\$26,358	\$27,675	\$29,060	\$30,507	\$32,042
2.5	\$22,150	\$23,257	\$24,420	\$25,646	\$26,924	\$28,270	\$29,685	\$31,166	\$32,730
3	\$22,616	\$23,746	\$24,939	\$26,184	\$27,489	\$28,865	\$30,310	\$31,825	\$33,418
3.5	\$23,114	\$24,268	\$25,486	\$26,767	\$28,095	\$29,499	\$30,976	\$32,528	\$34,152
4	\$23,611	\$24,790	\$26,033	\$27,331	\$28,700	\$30,133	\$31,643	\$33,230	\$34,886
4.5	\$24,144	\$25,351	\$26,618	\$27,947	\$29,347	\$30,809	\$32,355	\$33,976	\$35,671
5	\$24,676	\$25,912	\$27,203	\$28,563	\$29,995	\$31,486	\$33,067	\$34,721	\$36,466
5.5	\$25,243	\$26,506	\$27,829	\$29,222	\$30,682	\$32,213	\$33,827	\$35,519	\$37,292
6	\$25,810	\$27,101	\$28,455	\$29,880	\$31,369	\$32,940	\$34,587	\$36,316	\$38,128
6.5	\$26,758	\$28,097	\$29,503	\$30,980	\$32,525	\$34,153	\$35,859	\$37,652	\$39,532
7	\$27,706	\$29,094	\$30,551	\$32,080	\$33,681	\$35,365	\$37,132	\$38,988	\$40,937
7.5	\$28,407	\$29,830	\$31,323	\$32,891	\$34,533	\$36,259	\$38,071	\$39,974	\$41,972
8	\$29,109	\$30,566	\$32,095	\$33,703	\$35,385	\$37,153	\$39,011	\$40,960	\$43,008
8.5	\$29,546	\$31,025	\$32,577	\$34,209	\$35,916	\$37,709	\$39,595	\$41,574	\$43,652
9	\$29,982	\$31,484	\$33,059	\$34,716	\$36,446	\$38,256	\$40,178	\$42,188	\$44,297
9.5	\$30,412	\$31,936	\$33,534	\$35,214	\$36,971	\$38,819	\$40,757	\$42,796	\$44,936
10	\$30,842	\$32,389	\$34,008	\$35,711	\$37,496	\$39,373	\$41,336	\$43,404	\$45,575
10.5	\$31,112	\$32,672	\$34,306	\$36,024	\$37,824	\$39,718	\$41,697	\$43,784	\$45,974
10A	\$31,382	\$32,955	\$34,604	\$36,336	\$38,152	\$40,062	\$42,059	\$44,164	\$46,373

Salary Schedule for 2013 - 2014 - Hourly Paid Employees

Title		Step 1	Step 2	Step 3	Step 4
Elementary School Monitors Lunch/Playground Aide, Greeter)	K	\$13.82	\$14.43		
Regular Food Service Worker (less than 5 hrs/day)	SU	\$14.50	\$15.14	5 hrs a day or more will go to contract salary	
Secondary School Monitor (Duty Aide, Bus Monitor)	L	\$14.78	\$15.49	\$16.27 Hourly Five Hours or More	\$17.05 Hourly Five Hours or More
Lead Food Service Worker (less than 5 hrs/day)	TU	\$15.96	\$16.53	5 hrs a day or more will go to contract salary	
School Monitor (AV Aide, Special Projects, Mail Clerk)	M	\$16.63	\$17.34	\$18.25	
Elementary Teacher Aide, Lab Aide	M U	\$17.38	\$18.20	6 hrs/day or more will go to contract salary	
Special Ed Aide	R	\$17.45	\$18.20	\$19.10	5 hrs a day or more will go to contract salary
School Monitor (Secondary Teacher Aide)		\$17.45	\$18.20	5 hrs a day or more will go to contract salary	
*Clerk Typist (employees that are not 12 month employees)	N	\$20.22	\$21.04	6 hrs/day or more will go to contract salary	
Sr. Clerk Typist/Account Clerk/Account Clerk Typist		\$22.30	\$23.22	6 hrs/day or more will go to contract salary	
P/T Messenger/Lunch Office, Bus Driver	Q	\$22.30	\$23.24	\$24.37	\$25.56
Sp. Ed. For Sp. Programs CAP		\$19.25	\$20.06	\$20.92	5 hrs a day or more will go to contract salary

*** All regular hourly employees that are hired as 12 month employees, shall have their hourly wage based on the contract salary grade and will have the entry level and 10 steps. A new employee commencing regular full workweek service with the District after January 1 shall be held at his/her current step for the following year.**

2014-15 Salary Schedule SSEA 12-Month

Salary Grade									
Salary Step	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1	\$24,256	\$25,473	\$26,746	\$28,081	\$29,489	\$30,962	\$32,508	\$34,137	\$35,838
E2	\$24,741	\$25,982	\$27,281	\$28,643	\$30,079	\$31,581	\$33,159	\$34,819	\$36,555
1	\$25,238	\$26,504	\$27,823	\$29,216	\$30,680	\$32,210	\$33,821	\$35,511	\$37,285
2	\$26,296	\$27,610	\$28,998	\$30,441	\$31,965	\$33,567	\$35,241	\$36,997	\$38,853
3	\$27,434	\$28,798	\$30,238	\$31,747	\$33,337	\$35,010	\$36,755	\$38,594	\$40,524
4	\$28,636	\$30,066	\$31,576	\$33,146	\$34,805	\$36,547	\$38,372	\$40,290	\$42,306
5	\$29,928	\$31,423	\$32,987	\$34,641	\$36,369	\$38,194	\$40,099	\$42,108	\$44,213
5A	\$30,613	\$32,144	\$33,744	\$35,436	\$37,206	\$39,068	\$41,022	\$43,075	\$45,229
6	\$31,297	\$32,864	\$34,501	\$36,230	\$38,043	\$39,941	\$41,944	\$44,041	\$46,244
6A	\$32,449	\$34,075	\$35,777	\$37,568	\$39,444	\$41,414	\$43,487	\$45,661	\$47,947
7	\$33,600	\$35,285	\$37,054	\$38,905	\$40,844	\$42,887	\$45,030	\$47,281	\$49,649
8	\$35,303	\$37,070	\$38,927	\$40,875	\$42,911	\$45,057	\$47,310	\$49,674	\$52,159
9	\$36,360	\$38,182	\$40,096	\$42,103	\$44,200	\$46,410	\$48,729	\$51,162	\$53,727
10	\$37,407	\$39,275	\$41,246	\$43,308	\$45,468	\$47,739	\$50,127	\$52,635	\$55,269
10A	\$38,061	\$39,963	\$41,968	\$44,068	\$46,264	\$48,575	\$51,005	\$53,556	\$56,236

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$37,638	\$39,517	\$41,487	\$43,563	\$45,742	\$48,026	\$50,427	\$52,949	\$55,603
E2	\$38,391	\$40,307	\$42,317	\$44,434	\$46,657	\$48,986	\$51,436	\$54,008	\$56,715
1	\$39,158	\$41,111	\$43,164	\$45,325	\$47,591	\$49,968	\$52,465	\$55,085	\$57,846
2	\$40,795	\$42,835	\$44,971	\$47,229	\$49,584	\$52,068	\$54,665	\$57,402	\$60,276
3	\$42,546	\$44,685	\$46,913	\$49,259	\$51,716	\$54,303	\$57,021	\$59,872	\$62,869
4	\$44,422	\$46,643	\$48,977	\$51,419	\$53,993	\$56,691	\$59,524	\$62,509	\$65,631
5	\$46,420	\$48,751	\$51,178	\$53,735	\$56,430	\$59,242	\$62,207	\$65,320	\$68,583
5A	\$47,486	\$49,868	\$52,357	\$54,974	\$57,723	\$60,606	\$63,639	\$66,821	\$70,161
6	\$48,551	\$50,986	\$53,536	\$56,212	\$59,017	\$61,970	\$65,071	\$68,323	\$71,739
6A	\$50,342	\$52,862	\$55,504	\$58,281	\$61,193	\$64,251	\$67,464	\$70,839	\$74,382
7	\$52,132	\$54,739	\$57,472	\$60,351	\$63,370	\$66,532	\$69,857	\$73,355	\$77,025
8	\$54,788	\$57,507	\$60,378	\$63,408	\$66,573	\$69,899	\$73,394	\$77,066	\$80,921
9	\$56,412	\$59,232	\$62,191	\$65,308	\$68,569	\$71,995	\$75,595	\$79,377	\$83,347
10	\$58,028	\$60,933	\$63,981	\$67,186	\$70,546	\$74,071	\$77,769	\$81,654	\$85,743
10A	\$59,043	\$61,999	\$65,101	\$68,362	\$71,780	\$75,367	\$79,129	\$83,083	\$87,244

2014-15 Salary Schedule
SSEA 12-Month with Night Differential

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$39,903	\$41,893	\$43,988		\$48,495	\$50,922	\$53,465	\$56,126	\$58,949
E2	\$40,702	\$42,731	\$44,868		\$49,465	\$51,940	\$54,535	\$57,249	\$60,128
1	\$41,516	\$43,587	\$45,766		\$50,456	\$52,979	\$55,625	\$58,393	\$61,330
2	\$43,253	\$45,411	\$47,682		\$52,571	\$55,203	\$57,962	\$60,848	\$63,906
3	\$45,114	\$47,374	\$49,741		\$54,830	\$57,573	\$60,455	\$63,466	\$66,653
4	\$47,102	\$49,451	\$51,929		\$57,249	\$60,108	\$63,126	\$66,262	\$69,589
5	\$49,219	\$51,684	\$54,261		\$59,829	\$62,814	\$65,954	\$69,237	\$72,715
5A	\$50,350	\$52,871	\$55,511		\$61,200	\$64,257	\$67,471	\$70,830	\$74,386
6	\$51,481	\$54,057	\$56,760		\$62,570	\$65,701	\$68,988	\$72,422	\$76,057
6A	\$53,376	\$56,047	\$58,848		\$64,878	\$68,122	\$71,528	\$75,090	\$78,860
7	\$55,270	\$58,036	\$60,935		\$67,185	\$70,543	\$74,068	\$77,757	\$81,663
8	\$58,070	\$60,974	\$64,016		\$70,584	\$74,112	\$77,815	\$81,691	\$85,793
9	\$59,809	\$62,803	\$65,938		\$72,702	\$76,334	\$80,162	\$84,138	\$88,370
10	\$61,523	\$64,606	\$67,836		\$74,799	\$78,533	\$82,454	\$86,554	\$90,908
10A	\$62,599	\$65,736	\$69,023		\$76,108	\$79,907	\$83,896	\$88,069	\$92,499

2014-15 Salary Schedule **SSEA 12-Month 6 Hours Per Day**

Salary Grade									
Salary Step	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1	\$20,791	\$21,833	\$22,924	\$24,068	\$25,277	\$26,538	\$27,866	\$29,259	\$30,719
E2	\$21,207	\$22,269	\$23,383	\$24,550	\$25,782	\$27,069	\$28,423	\$29,844	\$31,334
1	\$21,633	\$22,718	\$23,850	\$25,043	\$26,297	\$27,610	\$28,991	\$30,440	\$31,958
2	\$22,540	\$23,665	\$24,857	\$26,091	\$27,397	\$28,770	\$30,207	\$31,712	\$33,301
3	\$23,514	\$24,684	\$25,918	\$27,210	\$28,575	\$30,006	\$31,503	\$33,080	\$34,735
4	\$24,546	\$25,770	\$27,066	\$28,411	\$29,833	\$31,326	\$32,891	\$34,535	\$36,261
5	\$25,653	\$26,934	\$28,275	\$29,689	\$31,175	\$32,737	\$34,370	\$36,092	\$37,897
5A	\$26,240	\$27,552	\$28,923	\$30,372	\$31,892	\$33,487	\$35,161	\$36,921	\$38,767
6	\$26,827	\$28,170	\$29,572	\$31,055	\$32,609	\$34,236	\$35,951	\$37,751	\$39,637
6A	\$27,813	\$29,207	\$30,666	\$32,202	\$33,810	\$35,498	\$37,274	\$39,138	\$41,096
7	\$28,799	\$30,245	\$31,760	\$33,349	\$35,011	\$36,759	\$38,597	\$40,525	\$42,556
8	\$30,259	\$31,775	\$33,365	\$35,035	\$36,781	\$38,620	\$40,551	\$42,575	\$44,708
9	\$31,165	\$32,728	\$34,368	\$36,088	\$37,887	\$39,780	\$41,767	\$43,853	\$46,051
10	\$32,064	\$33,664	\$35,352	\$37,121	\$38,973	\$40,920	\$42,966	\$45,116	\$47,373
10A	\$32,625	\$34,253	\$35,971	\$37,770	\$39,655	\$41,636	\$43,717	\$45,906	\$48,202

Salary Step									
Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$32,259	\$33,871	\$35,559	\$37,340	\$39,208	\$41,165	\$43,225	\$45,386	\$47,659
E2	\$32,905	\$34,549	\$36,271	\$38,086	\$39,992	\$41,989	\$44,089	\$46,293	\$48,612
1	\$33,566	\$35,237	\$36,998	\$38,850	\$40,793	\$42,830	\$44,969	\$47,217	\$49,582
2	\$34,966	\$36,716	\$38,546	\$40,481	\$42,503	\$44,630	\$46,855	\$49,202	\$51,665
3	\$36,470	\$38,300	\$40,212	\$42,222	\$44,327	\$46,545	\$48,876	\$51,320	\$53,889
4	\$38,075	\$39,979	\$41,978	\$44,074	\$46,280	\$48,592	\$51,021	\$53,579	\$56,255
5	\$39,790	\$41,785	\$43,868	\$46,058	\$48,368	\$50,781	\$53,322	\$55,988	\$58,786
5A	\$40,703	\$42,744	\$44,877	\$47,120	\$49,478	\$51,949	\$54,548	\$57,275	\$60,138
6	\$41,617	\$43,702	\$45,886	\$48,181	\$50,587	\$53,116	\$55,774	\$58,563	\$61,491
6A	\$43,151	\$45,310	\$47,574	\$49,955	\$52,461	\$55,073	\$57,826	\$60,719	\$63,756
7	\$44,686	\$46,918	\$49,261	\$51,729	\$54,316	\$57,029	\$59,877	\$62,875	\$66,022
8	\$46,945	\$49,293	\$51,753	\$54,350	\$57,062	\$59,914	\$62,910	\$66,057	\$69,362
9	\$48,354	\$50,770	\$53,306	\$55,980	\$58,773	\$61,710	\$64,797	\$68,038	\$71,440
10	\$49,738	\$52,227	\$54,840	\$57,587	\$60,468	\$63,488	\$66,658	\$69,988	\$73,495
10A	\$50,608	\$53,141	\$55,800	\$58,594	\$61,526	\$64,599	\$67,825	\$71,213	\$74,781

2014-15 Salary Schedule
SSEA 12-Month Contract Salary Divided by 8

Salary Grade	
Salary Step	
E1	
E2	
1	
2	
3	
4	
5	
5A	
6	
6A	
7	
8	
9	
10	
10A	

Salary Grade	
Salary Step	
E1	
E2	
1	
2	
3	
4	
5	
5A	
6	
6A	
7	
8	
9	
10	
10A	

2014-15 Salary Schedule

SSEA 12-Month Contract Salary Divided by 7

Salary Grade									
Salary Step	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1	\$13.28	\$13.94	\$14.64	\$15.37	\$16.14	\$16.95	\$17.79	\$18.68	\$19.62
E2	\$13.54	\$14.22	\$14.93	\$15.68	\$16.46	\$17.29	\$18.15	\$19.06	\$20.01
1	\$13.81	\$14.51	\$15.23	\$15.99	\$16.79	\$17.63	\$18.51	\$19.44	\$20.41
2	\$14.39	\$15.11	\$15.87	\$16.66	\$17.50	\$18.37	\$19.29	\$20.25	\$21.27
3	\$15.02	\$15.76	\$16.55	\$17.38	\$18.25	\$19.16	\$20.12	\$21.12	\$22.18
4	\$15.67	\$16.46	\$17.28	\$18.14	\$19.05	\$20.00	\$21.00	\$22.05	\$23.16
5	\$16.38	\$17.20	\$18.06	\$18.96	\$19.91	\$20.91	\$21.95	\$23.05	\$24.20
5A	\$16.76	\$17.59	\$18.47	\$19.40	\$20.36	\$21.38	\$22.45	\$23.58	\$24.76
6	\$17.13	\$17.99	\$18.88	\$19.83	\$20.82	\$21.86	\$22.96	\$24.11	\$25.31
6A	\$17.76	\$18.65	\$19.58	\$20.56	\$21.59	\$22.67	\$23.80	\$24.99	\$26.24
7	\$18.39	\$19.31	\$20.28	\$21.29	\$22.36	\$23.47	\$24.65	\$25.88	\$27.18
8	\$19.32	\$20.29	\$21.31	\$22.37	\$23.49	\$24.66	\$25.89	\$27.19	\$28.55
9	\$19.90	\$20.90	\$21.95	\$23.04	\$24.19	\$25.40	\$26.67	\$28.00	\$29.41
10	\$20.47	\$21.50	\$22.58	\$23.70	\$24.89	\$26.13	\$27.44	\$28.81	\$30.25
10A	\$20.83	\$21.87	\$22.97	\$24.12	\$25.32	\$26.59	\$27.92	\$29.31	\$30.78

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$20.60	\$21.63	\$22.71	\$23.84	\$25.04	\$26.29	\$27.60	\$28.98	\$30.43
E2	\$21.01	\$22.06	\$23.16	\$24.32	\$25.54	\$26.81	\$28.15	\$29.56	\$31.04
1	\$21.43	\$22.50	\$23.63	\$24.81	\$26.05	\$27.35	\$28.72	\$30.15	\$31.66
2	\$22.33	\$23.45	\$24.61	\$25.85	\$27.14	\$28.50	\$29.92	\$31.42	\$32.99
3	\$23.29	\$24.46	\$25.68	\$26.96	\$28.31	\$29.72	\$31.21	\$32.77	\$34.41
4	\$24.31	\$25.53	\$26.81	\$28.14	\$29.55	\$31.03	\$32.58	\$34.21	\$35.92
5	\$25.41	\$26.68	\$28.01	\$29.41	\$30.89	\$32.43	\$34.05	\$35.75	\$37.54
5A	\$25.99	\$27.30	\$28.66	\$30.09	\$31.59	\$33.17	\$34.83	\$36.57	\$38.40
6	\$26.57	\$27.91	\$29.30	\$30.77	\$32.30	\$33.92	\$35.62	\$37.40	\$39.27
6A	\$27.55	\$28.93	\$30.38	\$31.90	\$33.49	\$35.17	\$36.93	\$38.77	\$40.71
7	\$28.53	\$29.96	\$31.46	\$33.03	\$34.69	\$36.42	\$38.24	\$40.15	\$42.16
8	\$29.98	\$31.48	\$33.05	\$34.71	\$36.44	\$38.26	\$40.17	\$42.18	\$44.29
9	\$30.88	\$32.42	\$34.04	\$35.75	\$37.53	\$39.41	\$41.38	\$43.45	\$45.62
10	\$31.76	\$33.35	\$35.02	\$36.77	\$38.61	\$40.54	\$42.57	\$44.69	\$46.93
10A	\$32.32	\$33.94	\$35.63	\$37.42	\$39.29	\$41.25	\$43.31	\$45.48	\$47.75

2014-15 Salary Schedule
SSEA 12-Month Contracted Night Differential Salary Divided by 8

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$19.11	\$20.06	\$21.07		\$23.23	\$24.39	\$25.61	\$26.88	\$28.23
E2	\$19.49	\$20.47	\$21.49		\$23.69	\$24.88	\$26.12	\$27.42	\$28.80
1	\$19.88	\$20.88	\$21.92		\$24.16	\$25.37	\$26.64	\$27.97	\$29.37
2	\$20.71	\$21.75	\$22.84		\$25.18	\$26.44	\$27.76	\$29.14	\$30.61
3	\$21.61	\$22.69	\$23.82		\$26.26	\$27.57	\$28.95	\$30.40	\$31.92
4	\$22.56	\$23.68	\$24.87		\$27.42	\$28.79	\$30.23	\$31.73	\$33.33
5	\$23.57	\$24.75	\$25.99		\$28.65	\$30.08	\$31.59	\$33.16	\$34.83
5A	\$24.11	\$25.32	\$26.59		\$29.31	\$30.77	\$32.31	\$33.92	\$35.63
6	\$24.66	\$25.89	\$27.18		\$29.97	\$31.47	\$33.04	\$34.69	\$36.43
6A	\$25.56	\$26.84	\$28.18		\$31.07	\$32.63	\$34.26	\$35.96	\$37.77
7	\$26.47	\$27.79	\$29.18		\$32.18	\$33.78	\$35.47	\$37.24	\$39.11
8	\$27.81	\$29.20	\$30.66		\$33.80	\$35.49	\$37.27	\$39.12	\$41.09
9	\$28.64	\$30.08	\$31.58		\$34.82	\$36.56	\$38.39	\$40.30	\$42.32
10	\$29.46	\$30.94	\$32.49		\$35.82	\$37.61	\$39.49	\$41.45	\$43.54
10A	\$29.98	\$31.48	\$33.06		\$36.45	\$38.27	\$40.18	\$42.18	\$44.30

2014-15 Salary Schedule SSEA 11-Month

		Salary Grade								
Salary Step		Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1		\$22,307	\$23,423	\$24,589	\$25,819	\$27,113	\$28,469	\$29,894	\$31,382	\$32,950
E2		\$22,753	\$23,892	\$25,081	\$26,336	\$27,656	\$29,039	\$30,492	\$32,010	\$33,609
1		\$23,209	\$24,371	\$25,583	\$26,862	\$28,209	\$29,619	\$31,101	\$32,649	\$34,284
2		\$24,177	\$25,389	\$26,665	\$27,987	\$29,386	\$30,865	\$32,403	\$34,017	\$35,725
3		\$25,220	\$26,480	\$27,808	\$29,190	\$30,650	\$32,186	\$33,793	\$35,487	\$37,264
4		\$26,328	\$27,643	\$29,028	\$30,475	\$32,003	\$33,601	\$35,285	\$37,050	\$38,900
5		\$27,515	\$28,888	\$30,334	\$31,850	\$33,445	\$35,121	\$36,873	\$38,715	\$40,656
5A		\$28,147	\$29,562	\$31,029	\$32,584	\$34,212	\$35,925	\$37,723	\$39,607	\$41,590
6		\$28,778	\$30,217	\$31,724	\$33,319	\$34,979	\$36,728	\$38,573	\$40,499	\$42,526
6A		\$29,838	\$31,331	\$32,896	\$34,545	\$36,268	\$38,083	\$39,990	\$41,998	\$44,089
7		\$30,898	\$32,445	\$34,069	\$35,772	\$37,558	\$39,438	\$41,408	\$43,497	\$45,653
8		\$32,460	\$34,082	\$35,792	\$37,583	\$39,455	\$41,433	\$43,504	\$45,700	\$47,964
9		\$33,435	\$35,107	\$36,863	\$38,707	\$40,640	\$42,675	\$44,810	\$47,071	\$49,403
10		\$34,398	\$36,116	\$37,923	\$39,826	\$41,810	\$43,900	\$46,098	\$48,396	\$50,825
10A		\$35,000	\$36,748	\$38,587	\$40,523	\$42,541	\$44,669	\$46,905	\$49,243	\$51,714
		Salary Grade								
Salary Step		Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1		\$34,609	\$36,332	\$38,150	\$40,051	\$42,057	\$44,162	\$46,367	\$48,688	\$51,127
E2		\$35,301	\$37,059	\$38,913	\$40,852	\$42,898	\$45,046	\$47,294	\$49,662	\$52,150
1		\$36,005	\$37,800	\$39,690	\$41,673	\$43,755	\$45,946	\$48,238	\$50,655	\$53,193
2		\$37,510	\$39,386	\$41,354	\$43,426	\$45,594	\$47,880	\$50,267	\$52,777	\$55,425
3		\$39,123	\$41,085	\$43,139	\$45,296	\$47,556	\$49,932	\$52,435	\$55,057	\$57,806
4		\$40,841	\$42,889	\$45,036	\$47,281	\$49,649	\$52,127	\$54,739	\$57,476	\$60,348
5		\$42,683	\$44,824	\$47,058	\$49,407	\$51,890	\$54,476	\$57,200	\$60,062	\$63,061
5A		\$43,665	\$45,852	\$48,142	\$50,546	\$53,077	\$55,729	\$58,515	\$61,442	\$64,510
6		\$44,648	\$46,881	\$49,226	\$51,685	\$54,263	\$56,981	\$59,830	\$62,821	\$65,959
6A		\$46,291	\$48,606	\$51,036	\$53,591	\$56,268	\$59,080	\$62,033	\$65,134	\$68,390
7		\$47,935	\$50,332	\$52,846	\$55,497	\$58,268	\$61,178	\$64,236	\$67,447	\$70,822
8		\$50,357	\$52,877	\$55,520	\$58,305	\$61,220	\$64,270	\$67,484	\$70,862	\$74,406
9		\$51,871	\$54,464	\$57,188	\$60,054	\$63,057	\$66,199	\$69,511	\$72,986	\$76,639
10		\$53,360	\$56,032	\$58,829	\$61,779	\$64,871	\$68,106	\$71,512	\$75,080	\$78,841
10A		\$54,294	\$57,013	\$59,859	\$62,860	\$66,007	\$69,298	\$72,763	\$76,394	\$80,220

2014-15 Salary Schedule **SSEA 196 Day, SY/7 Hours**

Salary Grade									
Salary Step	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1	\$18,233	\$19,147	\$20,098	\$21,106	\$22,164	\$23,269	\$24,433	\$25,655	\$26,936
E2	\$18,598	\$19,530	\$20,500	\$21,528	\$22,607	\$23,734	\$24,922	\$26,168	\$27,475
1	\$18,968	\$19,921	\$20,909	\$21,955	\$23,058	\$24,211	\$25,420	\$26,691	\$28,025
2	\$19,765	\$20,753	\$21,794	\$22,878	\$24,020	\$25,226	\$26,485	\$27,810	\$29,197
3	\$20,620	\$21,643	\$22,726	\$23,862	\$25,056	\$26,312	\$27,627	\$29,008	\$30,458
4	\$21,527	\$22,593	\$23,729	\$24,912	\$26,159	\$27,469	\$28,841	\$30,285	\$31,794
5	\$22,488	\$23,614	\$24,793	\$26,040	\$27,335	\$28,705	\$30,131	\$31,646	\$33,236
5A	\$23,007	\$24,157	\$25,363	\$26,636	\$27,964	\$29,363	\$30,830	\$32,374	\$33,996
6	\$23,525	\$24,701	\$25,933	\$27,232	\$28,593	\$30,022	\$31,529	\$33,103	\$34,755
6A	\$24,388	\$25,611	\$26,890	\$28,236	\$29,645	\$31,128	\$32,688	\$34,319	\$36,036
7	\$25,250	\$26,521	\$27,847	\$29,240	\$30,696	\$32,233	\$33,848	\$35,534	\$37,316
8	\$26,530	\$27,860	\$29,253	\$30,719	\$32,254	\$33,864	\$35,559	\$37,334	\$39,205
9	\$27,325	\$28,698	\$30,130	\$31,639	\$33,219	\$34,879	\$36,627	\$38,453	\$40,381
10	\$28,114	\$29,520	\$30,999	\$32,548	\$34,176	\$35,885	\$37,674	\$39,563	\$41,546
10A	\$28,606	\$30,037	\$31,541	\$33,118	\$34,774	\$36,513	\$38,334	\$40,256	\$42,274
Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$28,287	\$29,698	\$31,181	\$32,742	\$34,380	\$36,099	\$37,901	\$39,792	\$41,790
E2	\$28,853	\$30,291	\$31,805	\$33,397	\$35,067	\$36,821	\$38,669	\$40,588	\$42,626
1	\$29,433	\$30,895	\$32,443	\$34,068	\$35,770	\$37,560	\$39,432	\$41,401	\$43,479
2	\$30,664	\$32,194	\$33,795	\$35,495	\$37,266	\$39,132	\$41,087	\$43,144	\$45,301
3	\$31,975	\$33,583	\$35,265	\$37,017	\$38,869	\$40,815	\$42,854	\$44,998	\$47,251
4	\$33,384	\$35,056	\$36,811	\$38,647	\$40,580	\$42,609	\$44,739	\$46,980	\$49,328
5	\$34,890	\$36,636	\$38,468	\$40,389	\$42,411	\$44,530	\$46,757	\$49,095	\$51,548
5A	\$35,693	\$37,480	\$39,352	\$41,318	\$43,383	\$45,553	\$47,832	\$50,222	\$52,733
6	\$36,496	\$38,323	\$40,236	\$42,248	\$44,355	\$46,576	\$48,907	\$51,350	\$53,918
6A	\$37,837	\$39,730	\$41,717	\$43,804	\$45,991	\$48,292	\$50,707	\$53,240	\$55,903
7	\$39,178	\$41,137	\$43,198	\$45,361	\$47,628	\$50,008	\$52,508	\$55,131	\$57,887
8	\$41,162	\$43,220	\$45,387	\$47,655	\$50,038	\$52,538	\$55,167	\$57,920	\$60,818
9	\$42,395	\$44,516	\$46,747	\$49,085	\$51,538	\$54,114	\$56,824	\$59,654	\$62,642
10	\$43,615	\$45,796	\$48,089	\$50,500	\$53,022	\$55,668	\$58,453	\$61,376	\$64,444
10A	\$44,379	\$46,597	\$48,930	\$51,384	\$53,950	\$56,642	\$59,476	\$62,450	\$65,571

2014-15 Salary Schedule
SSEA 196 Day, SY/6 Hours

Salary Grade									
Salary Step	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1	\$15,627	\$16,409	\$17,229	\$18,090	\$18,999	\$19,946	\$20,942	\$21,989	\$23,088
E2	\$15,940	\$16,737	\$17,574	\$18,452	\$19,379	\$20,345	\$21,360	\$22,428	\$23,550
1	\$16,257	\$17,072	\$17,924	\$18,821	\$19,765	\$20,751	\$21,785	\$22,877	\$24,019
2	\$16,937	\$17,788	\$18,680	\$19,612	\$20,590	\$21,624	\$22,703	\$23,832	\$25,030
3	\$17,672	\$18,550	\$19,479	\$20,456	\$21,478	\$22,549	\$23,681	\$24,868	\$26,109
4	\$18,449	\$19,370	\$20,338	\$21,352	\$22,424	\$23,540	\$24,721	\$25,958	\$27,252
5	\$19,281	\$20,243	\$21,250	\$22,318	\$23,428	\$24,606	\$25,832	\$27,127	\$28,482
5A	\$19,721	\$20,706	\$21,738	\$22,829	\$23,966	\$25,169	\$26,428	\$27,750	\$29,136
6	\$20,161	\$21,168	\$22,227	\$23,340	\$24,503	\$25,732	\$27,024	\$28,373	\$29,789
6A	\$20,903	\$21,946	\$23,048	\$24,200	\$25,410	\$26,680	\$28,018	\$29,416	\$30,886
7	\$21,644	\$22,723	\$23,868	\$25,060	\$26,317	\$27,628	\$29,012	\$30,459	\$31,983
8	\$22,742	\$23,874	\$25,075	\$26,328	\$27,649	\$29,025	\$30,479	\$32,001	\$33,603
9	\$23,425	\$24,592	\$25,827	\$27,120	\$28,480	\$29,896	\$31,395	\$32,959	\$34,611
10	\$24,092	\$25,303	\$26,571	\$27,901	\$29,292	\$30,759	\$32,293	\$33,912	\$35,604
10A	\$24,514	\$25,746	\$27,036	\$28,390	\$29,804	\$31,298	\$32,858	\$34,505	\$36,228
Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$24,247	\$25,453	\$26,729	\$28,062	\$29,469	\$30,940	\$32,480	\$34,109	\$35,821
E2	\$24,732	\$25,962	\$27,263	\$28,623	\$30,058	\$31,559	\$33,130	\$34,792	\$36,537
1	\$25,226	\$26,482	\$27,812	\$29,194	\$30,662	\$32,194	\$33,793	\$35,490	\$37,266
2	\$26,284	\$27,595	\$28,970	\$30,425	\$31,948	\$33,542	\$35,218	\$36,982	\$38,829
3	\$27,411	\$28,782	\$30,223	\$31,735	\$33,320	\$34,985	\$36,734	\$38,574	\$40,500
4	\$28,617	\$30,047	\$31,554	\$33,126	\$34,782	\$36,524	\$38,345	\$40,272	\$42,283
5	\$29,903	\$31,404	\$32,973	\$34,618	\$36,353	\$38,170	\$40,075	\$42,077	\$44,181
5A	\$30,593	\$32,126	\$33,730	\$35,414	\$37,186	\$39,046	\$40,998	\$43,047	\$45,197
6	\$31,282	\$32,848	\$34,488	\$36,210	\$38,018	\$39,923	\$41,921	\$44,017	\$46,213
6A	\$32,433	\$34,056	\$35,758	\$37,542	\$39,421	\$41,393	\$43,461	\$45,636	\$47,916
7	\$33,583	\$35,264	\$37,028	\$38,874	\$40,824	\$42,863	\$45,001	\$47,255	\$49,618
8	\$35,281	\$37,049	\$38,903	\$40,842	\$42,888	\$45,032	\$47,275	\$49,646	\$52,127
9	\$36,341	\$38,158	\$40,070	\$42,088	\$44,177	\$46,380	\$48,694	\$51,132	\$53,693
10	\$37,388	\$39,256	\$41,221	\$43,283	\$45,450	\$47,720	\$50,098	\$52,609	\$55,235
10A	\$38,042	\$39,943	\$41,942	\$44,040	\$46,245	\$48,555	\$50,975	\$53,530	\$56,201

2014-15 Salary Schedule
SSEA 196 Day, SY/5 Hours

Salary Grade									
Salary Step	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1	\$13,026	\$13,673	\$14,358	\$15,071	\$15,831	\$16,624	\$17,456	\$18,325	\$19,239
E2	\$13,287	\$13,947	\$14,645	\$15,372	\$16,148	\$16,958	\$17,805	\$18,692	\$19,624
1	\$13,549	\$14,229	\$14,940	\$15,681	\$16,471	\$17,294	\$18,162	\$19,067	\$20,016
2	\$14,116	\$14,825	\$15,566	\$16,339	\$17,156	\$18,018	\$18,920	\$19,861	\$20,857
3	\$14,724	\$15,458	\$16,234	\$17,046	\$17,896	\$18,798	\$19,734	\$20,721	\$21,757
4	\$15,373	\$16,142	\$16,949	\$17,790	\$18,686	\$19,619	\$20,600	\$21,634	\$22,711
5	\$16,064	\$16,865	\$17,707	\$18,600	\$19,525	\$20,501	\$21,529	\$22,607	\$23,738
5A	\$16,434	\$17,253	\$18,114	\$19,024	\$19,972	\$20,974	\$22,024	\$23,123	\$24,281
6	\$16,803	\$17,641	\$18,520	\$19,449	\$20,419	\$21,447	\$22,519	\$23,640	\$24,825
6A	\$17,421	\$18,291	\$19,204	\$20,166	\$21,176	\$22,233	\$23,347	\$24,511	\$25,740
7	\$18,039	\$18,940	\$19,888	\$20,884	\$21,932	\$23,019	\$24,175	\$25,382	\$26,655
8	\$18,949	\$19,900	\$20,897	\$21,943	\$23,041	\$24,184	\$25,400	\$26,668	\$28,004
9	\$19,518	\$20,496	\$21,522	\$22,600	\$23,730	\$24,911	\$26,160	\$27,471	\$28,842
10	\$20,085	\$21,086	\$22,142	\$23,254	\$24,407	\$25,631	\$26,912	\$28,257	\$29,676
10A	\$20,436	\$21,455	\$22,530	\$23,661	\$24,834	\$26,080	\$27,383	\$28,751	\$30,195
Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$20,204	\$21,214	\$22,272	\$23,388	\$24,555	\$25,785	\$27,076	\$28,426	\$29,851
E2	\$20,608	\$21,638	\$22,718	\$23,856	\$25,046	\$26,301	\$27,617	\$28,994	\$30,448
1	\$21,022	\$22,070	\$23,175	\$24,332	\$25,544	\$26,828	\$28,167	\$29,573	\$31,056
2	\$21,901	\$22,995	\$24,140	\$25,359	\$26,622	\$27,952	\$29,351	\$30,812	\$32,362
3	\$22,843	\$23,984	\$25,188	\$26,448	\$27,764	\$29,153	\$30,613	\$32,143	\$33,753
4	\$23,848	\$25,038	\$26,293	\$27,604	\$28,987	\$30,434	\$31,960	\$33,563	\$35,235
5	\$24,923	\$26,171	\$27,475	\$28,849	\$30,295	\$31,800	\$33,397	\$35,068	\$36,820
5A	\$25,495	\$26,772	\$28,107	\$29,514	\$30,989	\$32,535	\$34,165	\$35,874	\$37,664
6	\$26,068	\$27,372	\$28,739	\$30,179	\$31,683	\$33,269	\$34,933	\$36,680	\$38,509
6A	\$27,026	\$28,378	\$29,798	\$31,290	\$32,850	\$34,494	\$36,218	\$38,029	\$39,927
7	\$27,983	\$29,385	\$30,856	\$32,401	\$34,018	\$35,719	\$37,503	\$39,377	\$41,346
8	\$29,400	\$30,872	\$32,416	\$34,040	\$35,739	\$37,525	\$39,401	\$41,370	\$43,438
9	\$30,282	\$31,796	\$33,390	\$35,063	\$36,811	\$38,648	\$40,580	\$42,610	\$44,740
10	\$31,151	\$32,712	\$34,349	\$36,068	\$37,871	\$39,767	\$41,749	\$43,838	\$46,031
10A	\$31,696	\$33,285	\$34,950	\$36,699	\$38,533	\$40,463	\$42,479	\$44,606	\$46,837

Salary Schedule for 2014 - 2015 - Hourly Paid Employees

Title		Step 1	Step 2	Step 3	Step 4
Elementary School Monitors (Lunch/Playground Aide, Greeter)	K	\$13.96	\$14.57		
Regular Food Service Worker (less than 5 hrs/day)	SU	\$14.65	\$15.29	5 hrs a day or more will go to contract salary	
Secondary School Monitor (Duty Aide, Bus Monitor)	L	\$14.93	\$15.64	\$16.43 Hourly Five Hours or More	\$17.22 Hourly Five Hours or More
Lead Food Service Worker (less than 5 hrs/day)	TU	\$16.12	\$16.70	5 hrs a day or more will go to contract salary	
School Monitor (AV Aide, Special Projects, Mail Clerk)	M	\$16.80	\$17.51	\$18.43	
Elementary Teacher Aide, Lab Aide	M U	\$17.55	\$18.38	6 hrs/day or more will go to contract salary	
Special Ed Aide	R	\$17.62	\$18.38	\$19.29	5 hrs a day or more will go to contract salary
School Monitor (Secondary Teacher Aide)		\$17.62	\$18.38	5 hrs a day or more will go to contract salary	
*Clerk Typist (employees that are not 12 month employees)	N	\$20.42	\$21.25	6 hrs/day or more will go to contract salary	
Sr. Clerk Typist/Account Clerk/Account Clerk Typist		\$22.52	\$23.45	6 hrs/day or more will go to contract salary	
P/T Messenger/Lunch Office, Bus Driver	Q	\$22.52	\$23.47	\$24.61	\$25.82
Sp. Ed. For Sp. Programs CAP		\$19.44	\$20.26	\$21.13	5 hrs a day or more will go to contract salary

*** All regular hourly employees that are hired as 12 month employees, shall have their hourly wage based on the contract salary grade and will have the entry level and 10 steps. A new employee commencing regular full workweek service with the District after January 1 shall be held at his/her current step for the following year.**

2014-15 Salary Schedule
SSEA 12-Month
Effective June 30, 2015 at 11:59:59 p.m.

Salary Grade		Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
Salary Step	E1	\$24,256	\$25,473	\$26,746	\$28,081	\$29,489	\$30,962	\$32,508	\$34,137	\$35,838
	E2	\$24,741	\$25,982	\$27,281	\$28,643	\$30,079	\$31,581	\$33,159	\$34,819	\$36,555
	1	\$25,238	\$26,504	\$27,823	\$29,216	\$30,680	\$32,210	\$33,821	\$35,511	\$37,285
	2	\$26,296	\$27,610	\$28,998	\$30,441	\$31,965	\$33,567	\$35,241	\$36,997	\$38,853
	3	\$27,434	\$28,798	\$30,238	\$31,747	\$33,337	\$35,010	\$36,755	\$38,594	\$40,524
	4	\$28,636	\$30,066	\$31,576	\$33,146	\$34,805	\$36,547	\$38,372	\$40,290	\$42,306
	5	\$29,928	\$31,423	\$32,987	\$34,641	\$36,369	\$38,194	\$40,099	\$42,108	\$44,213
	5A	\$30,846	\$32,389	\$34,004	\$35,707	\$37,488	\$39,367	\$41,332	\$43,401	\$45,572
	6	\$31,764	\$33,354	\$35,020	\$36,773	\$38,606	\$40,540	\$42,565	\$44,695	\$46,931
	6A	\$32,682	\$34,320	\$36,037	\$37,839	\$39,725	\$41,714	\$43,798	\$45,988	\$48,290
	7	\$33,600	\$35,285	\$37,054	\$38,905	\$40,844	\$42,887	\$45,030	\$47,281	\$49,649
	8	\$35,303	\$37,070	\$38,927	\$40,875	\$42,911	\$45,057	\$47,310	\$49,674	\$52,159
	9	\$36,360	\$38,182	\$40,096	\$42,103	\$44,200	\$46,410	\$48,729	\$51,162	\$53,727
	10	\$37,407	\$39,275	\$41,246	\$43,308	\$45,468	\$47,739	\$50,127	\$52,635	\$55,269
	10A	\$38,061	\$39,963	\$41,968	\$44,066	\$46,264	\$48,575	\$51,005	\$53,556	\$56,236
Salary Step		Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
	E1	\$37,638	\$39,517	\$41,487	\$43,563	\$45,742	\$48,026	\$50,427	\$52,949	\$55,603
	E2	\$38,391	\$40,307	\$42,317	\$44,434	\$46,657	\$48,986	\$51,436	\$54,008	\$56,715
	1	\$39,158	\$41,111	\$43,164	\$45,325	\$47,591	\$49,968	\$52,465	\$55,085	\$57,846
	2	\$40,795	\$42,835	\$44,971	\$47,229	\$49,584	\$52,068	\$54,665	\$57,402	\$60,276
	3	\$42,546	\$44,685	\$46,913	\$49,259	\$51,716	\$54,303	\$57,021	\$59,872	\$62,869
	4	\$44,422	\$46,643	\$48,977	\$51,419	\$53,993	\$56,691	\$59,524	\$62,509	\$65,631
	5	\$46,420	\$48,751	\$51,178	\$53,735	\$56,430	\$59,242	\$62,207	\$65,320	\$68,583
	5A	\$47,848	\$50,248	\$52,751	\$55,389	\$58,165	\$61,065	\$64,119	\$67,328	\$70,694
	6	\$49,276	\$51,745	\$54,325	\$57,043	\$59,900	\$62,887	\$66,032	\$69,337	\$72,804
	6A	\$50,704	\$53,242	\$55,898	\$58,697	\$61,635	\$64,710	\$67,944	\$71,346	\$74,915
	7	\$52,132	\$54,739	\$57,472	\$60,351	\$63,370	\$66,532	\$69,857	\$73,355	\$77,025
	8	\$54,768	\$57,507	\$60,378	\$63,408	\$66,573	\$69,899	\$73,394	\$77,066	\$80,921
	9	\$56,412	\$59,232	\$62,191	\$65,308	\$68,569	\$71,995	\$75,595	\$79,377	\$83,347
	10	\$58,028	\$60,933	\$63,981	\$67,186	\$70,546	\$74,071	\$77,769	\$81,654	\$85,743
	10A	\$59,043	\$61,999	\$65,101	\$68,362	\$71,780	\$75,367	\$79,129	\$83,083	\$87,244

2014-15 Salary Schedule
SSEA 12-Month with Night Differential
Effective June 30, 2015 at 11:59:59 p.m.

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$39,903	\$41,893	\$43,988		\$48,495	\$50,922	\$53,466	\$56,126	\$58,949
E2	\$40,702	\$42,731	\$44,868		\$49,465	\$51,940	\$54,535	\$57,249	\$60,128
1	\$41,516	\$43,587	\$45,766		\$50,456	\$52,979	\$55,625	\$58,393	\$61,330
2	\$43,253	\$45,411	\$47,682		\$52,571	\$55,203	\$57,962	\$60,846	\$63,906
3	\$45,114	\$47,374	\$49,741		\$54,830	\$57,573	\$60,455	\$63,466	\$66,653
4	\$47,102	\$49,451	\$51,929		\$57,249	\$60,108	\$63,126	\$66,262	\$69,589
5	\$49,219	\$51,684	\$54,261		\$59,829	\$62,814	\$65,954	\$69,237	\$72,715
5A	\$50,732	\$53,272	\$55,929		\$61,668	\$64,746	\$67,982	\$71,367	\$74,952
6	\$52,245	\$54,860	\$57,598		\$63,507	\$66,678	\$70,011	\$73,497	\$77,189
6A	\$53,757	\$56,448	\$59,267		\$65,346	\$68,611	\$72,039	\$75,627	\$79,428
7	\$55,270	\$58,036	\$60,935		\$67,185	\$70,543	\$74,068	\$77,757	\$81,663
8	\$58,070	\$60,974	\$64,016		\$70,584	\$74,112	\$77,815	\$81,691	\$85,793
9	\$59,809	\$62,803	\$65,938		\$72,702	\$76,334	\$80,152	\$84,138	\$88,370
10	\$61,523	\$64,606	\$67,836		\$74,799	\$78,533	\$82,454	\$86,554	\$90,908
10A	\$62,599	\$65,736	\$69,023		\$76,108	\$79,907	\$83,896	\$88,069	\$92,499

2014-15 Salary Schedule
SSEA 12-Month 6 Hours Per Day
Effective June 30, 2015 at 11:59:59 p.m.

Salary Grade		Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
Salary Step										
E1		\$20,791	\$21,833	\$22,924	\$24,068	\$25,277	\$26,538	\$27,866	\$29,259	\$30,719
E2		\$21,207	\$22,269	\$23,383	\$24,550	\$25,782	\$27,069	\$28,423	\$29,844	\$31,334
1		\$21,633	\$22,718	\$23,850	\$25,043	\$26,297	\$27,610	\$28,991	\$30,440	\$31,958
2		\$22,540	\$23,665	\$24,857	\$26,091	\$27,397	\$28,770	\$30,207	\$31,712	\$33,301
3		\$23,514	\$24,684	\$25,918	\$27,210	\$28,575	\$30,006	\$31,503	\$33,080	\$34,735
4		\$24,546	\$25,770	\$27,066	\$28,411	\$29,833	\$31,326	\$32,891	\$34,535	\$36,261
5		\$25,653	\$26,934	\$28,276	\$29,689	\$31,175	\$32,737	\$34,370	\$36,092	\$37,897
5A		\$26,439	\$27,761	\$29,147	\$30,604	\$32,134	\$33,743	\$35,427	\$37,200	\$39,062
6		\$27,226	\$28,589	\$30,018	\$31,519	\$33,093	\$34,748	\$36,483	\$38,308	\$40,226
6A		\$28,012	\$29,417	\$30,889	\$32,434	\$34,052	\$35,754	\$37,540	\$39,417	\$41,391
7		\$28,799	\$30,245	\$31,760	\$33,349	\$35,011	\$36,759	\$38,597	\$40,525	\$42,556
8		\$30,259	\$31,775	\$33,365	\$35,035	\$36,781	\$38,620	\$40,551	\$42,575	\$44,708
9		\$31,165	\$32,728	\$34,368	\$36,088	\$37,887	\$39,780	\$41,767	\$43,853	\$46,051
10		\$32,064	\$33,664	\$35,352	\$37,121	\$38,973	\$40,920	\$42,966	\$45,116	\$47,373
10A		\$32,625	\$34,253	\$36,971	\$37,770	\$39,655	\$41,636	\$43,717	\$45,906	\$48,202
Salary Step		Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1		\$32,259	\$33,871	\$35,559	\$37,340	\$39,208	\$41,165	\$43,225	\$45,386	\$47,659
E2		\$32,905	\$34,549	\$36,271	\$38,086	\$39,992	\$41,989	\$44,089	\$46,293	\$48,612
1		\$33,566	\$35,237	\$36,998	\$38,850	\$40,793	\$42,830	\$44,969	\$47,217	\$49,582
2		\$34,966	\$36,716	\$38,546	\$40,481	\$42,503	\$44,630	\$46,856	\$49,202	\$51,665
3		\$36,470	\$38,300	\$40,212	\$42,222	\$44,327	\$46,545	\$48,876	\$51,320	\$53,889
4		\$38,075	\$39,979	\$41,978	\$44,074	\$46,280	\$48,592	\$51,021	\$53,579	\$56,255
5		\$39,790	\$41,785	\$43,868	\$46,058	\$48,368	\$50,781	\$53,322	\$55,988	\$58,786
5A		\$41,014	\$43,068	\$45,216	\$47,476	\$49,855	\$52,343	\$54,961	\$57,710	\$60,595
6		\$42,238	\$44,352	\$46,565	\$48,894	\$51,342	\$53,905	\$56,600	\$59,431	\$62,404
6A		\$43,462	\$45,635	\$47,913	\$50,311	\$52,829	\$55,467	\$58,239	\$61,153	\$64,213
7		\$44,686	\$46,918	\$49,261	\$51,729	\$54,316	\$57,029	\$59,877	\$62,875	\$66,022
8		\$46,945	\$49,293	\$51,753	\$54,350	\$57,062	\$59,914	\$62,910	\$66,057	\$69,362
9		\$48,354	\$50,770	\$53,306	\$55,980	\$58,773	\$61,710	\$64,797	\$68,038	\$71,440
10		\$49,738	\$52,227	\$54,840	\$57,587	\$60,468	\$63,488	\$66,658	\$69,988	\$73,495
10A		\$50,608	\$53,141	\$55,800	\$58,594	\$61,526	\$64,599	\$67,825	\$71,213	\$74,781

2014-15 Salary Schedule
SSEA 12-Month Hourly Based on 12-Month Contract Salary Divided by 8
Effective June 30, 2015 at 11:59:59 p.m.

Salary Grade		Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
Salary Step										
E1		\$11.62	\$12.20	\$12.81	\$13.45	\$14.12	\$14.83	\$15.57	\$16.35	\$17.16
E2		\$11.85	\$12.44	\$13.07	\$13.72	\$14.41	\$15.13	\$15.88	\$16.68	\$17.51
1		\$12.09	\$12.69	\$13.33	\$13.99	\$14.69	\$15.43	\$16.20	\$17.01	\$17.86
2		\$12.59	\$13.22	\$13.89	\$14.58	\$15.31	\$16.08	\$16.88	\$17.72	\$18.61
3		\$13.14	\$13.79	\$14.48	\$15.20	\$15.97	\$16.77	\$17.60	\$18.48	\$19.41
4		\$13.71	\$14.40	\$15.12	\$15.87	\$16.67	\$17.50	\$18.38	\$19.30	\$20.26
5		\$14.33	\$15.05	\$15.80	\$16.59	\$17.42	\$18.29	\$19.20	\$20.17	\$21.17
5A		\$14.77	\$15.51	\$16.29	\$17.10	\$17.95	\$18.85	\$19.80	\$20.79	\$21.83
6		\$15.21	\$15.97	\$16.77	\$17.61	\$18.49	\$19.42	\$20.39	\$21.41	\$22.48
6A		\$15.65	\$16.44	\$17.26	\$18.12	\$19.03	\$19.98	\$20.98	\$22.02	\$23.13
7		\$16.09	\$16.90	\$17.75	\$18.63	\$19.56	\$20.54	\$21.57	\$22.64	\$23.78
8		\$16.91	\$17.75	\$18.64	\$19.58	\$20.56	\$21.68	\$22.66	\$23.79	\$24.98
9		\$17.41	\$18.29	\$19.20	\$20.16	\$21.17	\$22.23	\$23.34	\$24.50	\$25.73
10		\$17.92	\$18.81	\$19.75	\$20.74	\$21.78	\$22.86	\$24.01	\$25.21	\$26.47
10A		\$18.23	\$19.14	\$20.10	\$21.10	\$22.16	\$23.26	\$24.43	\$25.65	\$26.93

Salary Grade		Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
Salary Step										
E1		\$18.03	\$18.93	\$19.87	\$20.86	\$21.91	\$23.00	\$24.15	\$25.36	\$26.63
E2		\$18.39	\$19.30	\$20.27	\$21.28	\$22.35	\$23.46	\$24.63	\$25.87	\$27.16
1		\$18.75	\$19.69	\$20.67	\$21.71	\$22.79	\$23.93	\$25.13	\$26.38	\$27.70
2		\$19.54	\$20.52	\$21.54	\$22.62	\$23.75	\$24.94	\$26.18	\$27.49	\$28.87
3		\$20.38	\$21.40	\$22.47	\$23.59	\$24.77	\$26.01	\$27.31	\$28.67	\$30.11
4		\$21.27	\$22.34	\$23.46	\$24.63	\$25.86	\$27.15	\$28.51	\$29.94	\$31.43
5		\$22.23	\$23.35	\$24.51	\$25.74	\$27.03	\$28.37	\$29.79	\$31.28	\$32.85
5A		\$22.92	\$24.06	\$25.26	\$26.53	\$27.86	\$29.25	\$30.71	\$32.25	\$33.86
6		\$23.60	\$24.78	\$26.02	\$27.32	\$28.69	\$30.12	\$31.62	\$33.21	\$34.87
6A		\$24.28	\$25.50	\$26.77	\$28.11	\$29.62	\$30.99	\$32.54	\$34.17	\$35.88
7		\$24.97	\$26.22	\$27.52	\$28.90	\$30.35	\$31.86	\$33.46	\$35.13	\$36.89
8		\$26.23	\$27.54	\$28.92	\$30.37	\$31.88	\$33.48	\$35.15	\$36.91	\$38.76
9		\$27.02	\$28.37	\$29.78	\$31.28	\$32.84	\$34.48	\$36.20	\$38.02	\$39.92
10		\$27.79	\$29.18	\$30.64	\$32.18	\$33.79	\$35.47	\$37.25	\$39.11	\$41.06
10A		\$28.28	\$29.69	\$31.18	\$32.74	\$34.38	\$36.10	\$37.90	\$39.79	\$41.78

2014-15 Salary Schedule
SSEA 12-Month Hourly Based on 12-Month Contract Salary Divided by 7
Effective June 30, 2015 at 11:59:59 p.m.

Salary Grade									
Salary Step	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1	\$13.28	\$13.94	\$14.64	\$15.37	\$16.14	\$16.95	\$17.79	\$18.68	\$19.62
E2	\$13.54	\$14.22	\$14.93	\$15.68	\$16.46	\$17.29	\$18.15	\$19.06	\$20.01
1	\$13.81	\$14.51	\$15.23	\$15.99	\$16.79	\$17.63	\$18.51	\$19.44	\$20.41
2	\$14.39	\$15.11	\$15.87	\$16.66	\$17.50	\$18.37	\$19.29	\$20.25	\$21.27
3	\$15.02	\$15.76	\$16.55	\$17.38	\$18.25	\$19.16	\$20.12	\$21.12	\$22.18
4	\$15.67	\$16.46	\$17.28	\$18.14	\$19.05	\$20.00	\$21.00	\$22.05	\$23.16
5	\$16.38	\$17.20	\$18.06	\$18.96	\$19.91	\$20.91	\$21.95	\$23.05	\$24.20
5A	\$16.88	\$17.73	\$18.61	\$19.54	\$20.52	\$21.55	\$22.62	\$23.76	\$24.94
6	\$17.39	\$18.26	\$19.17	\$20.13	\$21.13	\$22.19	\$23.30	\$24.46	\$25.69
6A	\$17.89	\$18.78	\$19.72	\$20.71	\$21.74	\$22.83	\$23.97	\$25.17	\$26.43
7	\$18.39	\$19.31	\$20.28	\$21.29	\$22.36	\$23.47	\$24.65	\$25.88	\$27.18
8	\$19.32	\$20.29	\$21.31	\$22.37	\$23.49	\$24.66	\$25.89	\$27.19	\$28.55
9	\$19.90	\$20.90	\$21.95	\$23.04	\$24.19	\$25.40	\$26.67	\$28.00	\$29.41
10	\$20.47	\$21.50	\$22.58	\$23.70	\$24.89	\$26.13	\$27.44	\$28.81	\$30.25
10A	\$20.83	\$21.87	\$22.97	\$24.12	\$25.32	\$26.59	\$27.92	\$29.31	\$30.78

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$20.60	\$21.63	\$22.71	\$23.84	\$25.04	\$26.29	\$27.60	\$28.98	\$30.43
E2	\$21.01	\$22.06	\$23.16	\$24.32	\$25.54	\$26.81	\$28.15	\$29.56	\$31.04
1	\$21.43	\$22.50	\$23.63	\$24.81	\$26.05	\$27.35	\$28.72	\$30.15	\$31.66
2	\$22.33	\$23.45	\$24.61	\$25.85	\$27.14	\$28.50	\$29.92	\$31.42	\$32.99
3	\$23.29	\$24.46	\$25.68	\$26.96	\$28.31	\$29.72	\$31.21	\$32.77	\$34.41
4	\$24.31	\$25.53	\$26.81	\$28.14	\$29.55	\$31.03	\$32.58	\$34.21	\$35.92
5	\$25.41	\$26.68	\$28.01	\$29.41	\$30.89	\$32.43	\$34.05	\$35.75	\$37.54
5A	\$26.19	\$27.50	\$28.87	\$30.32	\$31.84	\$33.42	\$35.10	\$36.85	\$38.69
6	\$26.97	\$28.32	\$29.73	\$31.22	\$32.79	\$34.42	\$36.14	\$37.95	\$39.85
6A	\$27.75	\$29.14	\$30.60	\$32.13	\$33.74	\$35.42	\$37.19	\$39.05	\$41.00
7	\$28.53	\$29.96	\$31.46	\$33.03	\$34.69	\$36.42	\$38.24	\$40.15	\$42.16
8	\$29.98	\$31.48	\$33.05	\$34.71	\$36.44	\$38.26	\$40.17	\$42.18	\$44.29
9	\$30.88	\$32.42	\$34.04	\$35.75	\$37.53	\$39.41	\$41.38	\$43.45	\$45.62
10	\$31.76	\$33.35	\$35.02	\$36.77	\$38.61	\$40.54	\$42.57	\$44.69	\$46.93
10A	\$32.32	\$33.94	\$35.63	\$37.42	\$39.29	\$41.25	\$43.31	\$45.48	\$47.75

2014-15 Salary Schedule
SSEA 12-Month Hourly Based on 12-Month Contracted Night Differential Salary Divided by 8
Effective June 30, 2015 at 11:59:59 p.m.

Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$19.11	\$20.06	\$21.07		\$23.23	\$24.39	\$25.61	\$26.88	\$28.23
E2	\$19.49	\$20.47	\$21.49		\$23.69	\$24.88	\$26.12	\$27.42	\$28.80
1	\$19.88	\$20.88	\$21.92		\$24.16	\$25.37	\$26.64	\$27.97	\$29.37
2	\$20.71	\$21.75	\$22.84		\$25.18	\$26.44	\$27.76	\$29.14	\$30.61
3	\$21.61	\$22.69	\$23.82		\$26.26	\$27.57	\$28.95	\$30.40	\$31.92
4	\$22.56	\$23.68	\$24.87		\$27.42	\$28.79	\$30.23	\$31.73	\$33.33
5	\$23.67	\$24.75	\$25.99		\$28.65	\$30.08	\$31.59	\$33.16	\$34.83
5A	\$24.30	\$25.51	\$26.79		\$29.53	\$31.01	\$32.56	\$34.18	\$35.90
6	\$25.02	\$26.27	\$27.59		\$30.42	\$31.93	\$33.53	\$35.20	\$36.97
6A	\$25.75	\$27.03	\$28.38		\$31.30	\$32.86	\$34.50	\$36.22	\$38.04
7	\$26.47	\$27.79	\$29.18		\$32.18	\$33.78	\$35.47	\$37.24	\$39.11
8	\$27.81	\$29.20	\$30.66		\$33.80	\$35.49	\$37.27	\$39.12	\$41.09
9	\$28.64	\$30.08	\$31.58		\$34.82	\$36.56	\$38.39	\$40.30	\$42.32
10	\$29.46	\$30.94	\$32.49		\$35.82	\$37.61	\$39.49	\$41.45	\$43.54
10A	\$29.98	\$31.48	\$33.06		\$36.45	\$38.27	\$40.18	\$42.18	\$44.30

2014-15 Salary Schedule
SSEA 11-Month
Effective June 30, 2015 at 11:59:59 p.m.

Salary Grade		Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
Salary Step										
E1		\$22,307	\$23,423	\$24,589	\$25,819	\$27,113	\$28,469	\$29,894	\$31,382	\$32,950
E2		\$22,753	\$23,892	\$25,081	\$26,336	\$27,656	\$29,039	\$30,492	\$32,010	\$33,609
1		\$23,209	\$24,371	\$25,583	\$26,862	\$28,209	\$29,619	\$31,101	\$32,649	\$34,284
2		\$24,177	\$25,389	\$26,665	\$27,987	\$29,386	\$30,865	\$32,403	\$34,017	\$35,725
3		\$25,220	\$26,480	\$27,808	\$29,190	\$30,650	\$32,186	\$33,793	\$35,487	\$37,264
4		\$26,328	\$27,643	\$29,028	\$30,475	\$32,003	\$33,601	\$35,285	\$37,050	\$38,900
5		\$27,515	\$28,888	\$30,334	\$31,850	\$33,445	\$35,121	\$36,873	\$38,715	\$40,655
5A		\$28,361	\$29,777	\$31,268	\$32,830	\$34,473	\$36,200	\$38,007	\$39,911	\$41,905
6		\$29,206	\$30,666	\$32,201	\$33,811	\$35,501	\$37,280	\$39,140	\$41,106	\$43,154
6A		\$30,052	\$31,556	\$33,135	\$34,791	\$36,529	\$38,359	\$40,274	\$42,302	\$44,404
7		\$30,898	\$32,445	\$34,089	\$35,772	\$37,558	\$39,438	\$41,408	\$43,497	\$45,653
8		\$32,460	\$34,082	\$35,792	\$37,583	\$39,455	\$41,433	\$43,504	\$45,700	\$47,964
9		\$33,435	\$35,107	\$36,863	\$38,707	\$40,640	\$42,675	\$44,810	\$47,071	\$49,403
10		\$34,398	\$36,116	\$37,923	\$39,826	\$41,810	\$43,900	\$46,098	\$48,396	\$50,825
10A		\$35,000	\$36,748	\$38,587	\$40,523	\$42,541	\$44,669	\$46,905	\$49,243	\$51,714
Salary Step		Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1		\$34,609	\$36,332	\$38,150	\$40,051	\$42,057	\$44,162	\$46,367	\$48,688	\$51,127
E2		\$35,301	\$37,059	\$38,913	\$40,852	\$42,898	\$45,046	\$47,294	\$49,662	\$52,150
1		\$36,005	\$37,800	\$39,690	\$41,673	\$43,755	\$45,946	\$48,238	\$50,655	\$53,193
2		\$37,510	\$39,386	\$41,354	\$43,426	\$45,594	\$47,880	\$50,267	\$52,777	\$55,425
3		\$39,123	\$41,085	\$43,139	\$45,296	\$47,556	\$49,932	\$52,435	\$55,057	\$57,806
4		\$40,841	\$42,889	\$45,036	\$47,281	\$49,649	\$52,127	\$54,739	\$57,478	\$60,348
5		\$42,683	\$44,824	\$47,058	\$49,407	\$51,890	\$54,476	\$57,200	\$60,062	\$63,061
5A		\$43,996	\$46,201	\$48,505	\$50,930	\$53,486	\$56,151	\$58,959	\$61,909	\$65,001
6		\$45,309	\$47,578	\$49,952	\$52,452	\$55,079	\$57,827	\$60,718	\$63,755	\$66,941
6A		\$46,622	\$48,955	\$51,399	\$53,975	\$56,674	\$59,502	\$62,477	\$65,601	\$68,881
7		\$47,935	\$50,332	\$52,846	\$55,497	\$58,268	\$61,178	\$64,236	\$67,447	\$70,822
8		\$50,357	\$52,877	\$55,520	\$58,305	\$61,220	\$64,270	\$67,484	\$70,862	\$74,406
9		\$51,871	\$54,464	\$57,188	\$60,054	\$63,057	\$66,199	\$69,511	\$72,986	\$76,639
10		\$53,360	\$56,032	\$58,829	\$61,779	\$64,871	\$68,106	\$71,512	\$75,080	\$78,841
10A		\$54,294	\$57,013	\$59,859	\$62,860	\$66,007	\$69,298	\$72,763	\$76,394	\$80,220

2014-15 Salary Schedule
SSEA 196 Day, SY/7 Hours
Effective June 30, 2015 at 11:59:59 p.m.

Salary Grade									
Salary Step	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1	\$18,233	\$19,147	\$20,098	\$21,106	\$22,164	\$23,269	\$24,433	\$25,655	\$26,936
E2	\$18,598	\$19,530	\$20,500	\$21,528	\$22,607	\$23,734	\$24,922	\$26,168	\$27,475
1	\$18,968	\$19,921	\$20,909	\$21,955	\$23,058	\$24,211	\$25,420	\$26,691	\$28,025
2	\$19,765	\$20,753	\$21,794	\$22,878	\$24,020	\$25,226	\$26,485	\$27,810	\$29,197
3	\$20,620	\$21,643	\$22,726	\$23,862	\$25,056	\$26,312	\$27,627	\$29,008	\$30,458
4	\$21,527	\$22,593	\$23,729	\$24,912	\$26,159	\$27,469	\$28,841	\$30,285	\$31,794
5	\$22,488	\$23,614	\$24,793	\$26,040	\$27,335	\$28,705	\$30,131	\$31,646	\$33,236
5A	\$23,179	\$24,341	\$25,556	\$26,840	\$28,176	\$29,587	\$31,060	\$32,618	\$34,256
6	\$23,869	\$25,067	\$26,320	\$27,640	\$29,016	\$30,469	\$31,989	\$33,590	\$35,276
6A	\$24,560	\$25,794	\$27,083	\$28,440	\$29,856	\$31,351	\$32,919	\$34,562	\$36,296
7	\$25,250	\$26,521	\$27,847	\$29,240	\$30,696	\$32,233	\$33,848	\$35,534	\$37,316
8	\$26,530	\$27,860	\$29,253	\$30,719	\$32,254	\$33,864	\$35,559	\$37,334	\$39,205
9	\$27,325	\$28,698	\$30,130	\$31,639	\$33,219	\$34,879	\$36,627	\$38,453	\$40,381
10	\$28,114	\$29,520	\$30,999	\$32,548	\$34,176	\$35,885	\$37,674	\$39,563	\$41,546
10A	\$28,606	\$30,037	\$31,541	\$33,118	\$34,774	\$36,513	\$38,334	\$40,256	\$42,274
Salary Grade									
Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$28,287	\$29,698	\$31,181	\$32,742	\$34,380	\$36,099	\$37,901	\$39,792	\$41,790
E2	\$28,853	\$30,291	\$31,805	\$33,397	\$35,067	\$36,821	\$38,659	\$40,588	\$42,626
1	\$29,433	\$30,895	\$32,443	\$34,068	\$35,770	\$37,560	\$39,432	\$41,401	\$43,479
2	\$30,664	\$32,194	\$33,795	\$35,495	\$37,266	\$39,132	\$41,087	\$43,144	\$45,301
3	\$31,975	\$33,583	\$35,265	\$37,017	\$38,869	\$40,815	\$42,854	\$44,998	\$47,251
4	\$33,384	\$35,056	\$36,811	\$38,647	\$40,580	\$42,609	\$44,739	\$46,980	\$49,328
5	\$34,890	\$36,636	\$38,468	\$40,389	\$42,411	\$44,530	\$46,757	\$49,095	\$51,548
5A	\$35,962	\$37,762	\$39,650	\$41,632	\$43,715	\$45,900	\$48,195	\$50,604	\$53,132
6	\$37,034	\$38,887	\$40,833	\$42,875	\$45,019	\$47,269	\$49,633	\$52,113	\$54,717
6A	\$38,106	\$40,012	\$42,016	\$44,118	\$46,324	\$48,638	\$51,070	\$53,622	\$56,302
7	\$39,178	\$41,137	\$43,198	\$45,361	\$47,628	\$50,008	\$52,508	\$55,131	\$57,887
8	\$41,162	\$43,220	\$45,387	\$47,655	\$50,038	\$52,538	\$55,167	\$57,920	\$60,818
9	\$42,395	\$44,516	\$46,747	\$49,085	\$51,538	\$54,114	\$56,824	\$59,654	\$62,642
10	\$43,615	\$45,796	\$48,089	\$50,500	\$53,022	\$55,668	\$58,453	\$61,376	\$64,444
10A	\$44,379	\$46,597	\$48,930	\$51,384	\$53,950	\$56,642	\$59,476	\$62,450	\$65,571

2014-15 Salary Schedule
SSEA 196 Day, SY/6 Hours
Effective June 30, 2015 at 11:59:59 p.m.

Salary Grade									
Salary Step	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1	\$15,627	\$16,409	\$17,229	\$18,090	\$18,999	\$19,946	\$20,942	\$21,989	\$23,088
E2	\$15,940	\$16,737	\$17,574	\$18,452	\$19,379	\$20,345	\$21,360	\$22,428	\$23,550
1	\$16,257	\$17,072	\$17,924	\$18,821	\$19,785	\$20,751	\$21,785	\$22,877	\$24,019
2	\$16,937	\$17,788	\$18,680	\$19,612	\$20,590	\$21,624	\$22,703	\$23,832	\$25,030
3	\$17,672	\$18,550	\$19,479	\$20,456	\$21,478	\$22,549	\$23,681	\$24,868	\$26,109
4	\$18,449	\$19,370	\$20,338	\$21,352	\$22,424	\$23,540	\$24,721	\$25,958	\$27,252
5	\$19,281	\$20,243	\$21,250	\$22,318	\$23,428	\$24,606	\$25,832	\$27,127	\$28,482
5A	\$19,872	\$20,863	\$21,904	\$23,003	\$24,150	\$25,361	\$26,627	\$27,960	\$29,357
6	\$20,463	\$21,483	\$22,559	\$23,689	\$24,873	\$26,117	\$27,422	\$28,793	\$30,233
6A	\$21,054	\$22,103	\$23,214	\$24,375	\$25,595	\$26,872	\$28,217	\$29,626	\$31,108
7	\$21,644	\$22,723	\$23,868	\$25,060	\$26,317	\$27,628	\$29,012	\$30,459	\$31,983
8	\$22,742	\$23,874	\$25,075	\$26,328	\$27,649	\$29,025	\$30,479	\$32,001	\$33,603
9	\$23,425	\$24,592	\$25,827	\$27,120	\$28,480	\$29,896	\$31,395	\$32,959	\$34,611
10	\$24,092	\$25,303	\$26,571	\$27,901	\$29,292	\$30,759	\$32,293	\$33,912	\$35,604
10A	\$24,514	\$25,746	\$27,036	\$28,390	\$29,804	\$31,298	\$32,858	\$34,505	\$36,228
Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$24,247	\$25,453	\$26,729	\$28,062	\$29,469	\$30,940	\$32,480	\$34,109	\$35,821
E2	\$24,732	\$25,962	\$27,263	\$28,623	\$30,058	\$31,559	\$33,130	\$34,792	\$36,537
1	\$25,226	\$26,482	\$27,812	\$29,194	\$30,662	\$32,194	\$33,793	\$35,490	\$37,266
2	\$26,284	\$27,595	\$28,970	\$30,425	\$31,948	\$33,542	\$35,218	\$36,982	\$38,829
3	\$27,411	\$28,782	\$30,223	\$31,735	\$33,320	\$34,985	\$36,734	\$38,574	\$40,500
4	\$28,617	\$30,047	\$31,554	\$33,126	\$34,782	\$36,524	\$38,345	\$40,272	\$42,283
5	\$29,903	\$31,404	\$32,973	\$34,618	\$36,353	\$38,170	\$40,075	\$42,077	\$44,181
5A	\$30,823	\$32,369	\$33,986	\$35,682	\$37,471	\$39,343	\$41,306	\$43,372	\$45,540
6	\$31,743	\$33,334	\$35,000	\$36,746	\$38,589	\$40,517	\$42,538	\$44,666	\$46,900
6A	\$32,663	\$34,299	\$36,014	\$37,810	\$39,707	\$41,690	\$43,770	\$45,961	\$48,259
7	\$33,583	\$35,264	\$37,028	\$38,874	\$40,824	\$42,863	\$45,001	\$47,255	\$49,618
8	\$35,281	\$37,049	\$38,903	\$40,842	\$42,888	\$45,032	\$47,275	\$49,646	\$52,127
9	\$36,341	\$38,158	\$40,070	\$42,068	\$44,177	\$46,380	\$48,694	\$51,132	\$53,693
10	\$37,388	\$39,256	\$41,221	\$43,283	\$45,450	\$47,720	\$50,098	\$52,609	\$55,235
10A	\$38,042	\$39,943	\$41,942	\$44,040	\$46,245	\$48,555	\$50,975	\$53,530	\$56,201

2014-15 Salary Schedule
SSEA 196 Day, SY/5 Hours
Effective June 30, 2015 at 11:59:59 p.m.

Salary Grade									
Salary Step	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
E1	\$13,026	\$13,673	\$14,358	\$15,071	\$15,831	\$16,624	\$17,456	\$18,325	\$19,239
E2	\$13,287	\$13,947	\$14,645	\$15,372	\$16,148	\$16,956	\$17,805	\$18,692	\$19,624
1	\$13,649	\$14,229	\$14,940	\$15,681	\$16,471	\$17,294	\$18,162	\$19,067	\$20,016
2	\$14,116	\$14,825	\$15,566	\$16,339	\$17,156	\$18,018	\$18,920	\$19,861	\$20,857
3	\$14,724	\$15,458	\$16,234	\$17,046	\$17,896	\$18,798	\$19,734	\$20,721	\$21,757
4	\$15,373	\$16,142	\$16,949	\$17,790	\$18,686	\$19,619	\$20,600	\$21,634	\$22,711
5	\$16,064	\$16,865	\$17,707	\$18,600	\$19,525	\$20,501	\$21,529	\$22,607	\$23,738
5A	\$16,558	\$17,384	\$18,252	\$19,171	\$20,127	\$21,131	\$22,190	\$23,301	\$24,467
6	\$17,051	\$17,903	\$18,797	\$19,742	\$20,728	\$21,760	\$22,852	\$23,995	\$25,196
6A	\$17,545	\$18,422	\$19,342	\$20,313	\$21,330	\$22,390	\$23,513	\$24,689	\$25,926
7	\$18,039	\$18,940	\$19,888	\$20,884	\$21,932	\$23,019	\$24,175	\$25,382	\$26,655
8	\$18,949	\$19,900	\$20,897	\$21,943	\$23,041	\$24,184	\$25,400	\$26,668	\$28,004
9	\$19,518	\$20,496	\$21,522	\$22,600	\$23,730	\$24,911	\$26,160	\$27,471	\$28,842
10	\$20,085	\$21,086	\$22,142	\$23,254	\$24,407	\$25,631	\$26,912	\$28,257	\$29,676
10A	\$20,436	\$21,455	\$22,530	\$23,661	\$24,834	\$26,080	\$27,383	\$28,751	\$30,195
Salary Step	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Grade 21	Grade 22	Grade 23	Grade 24
E1	\$20,204	\$21,214	\$22,272	\$23,388	\$24,555	\$25,785	\$27,076	\$28,426	\$29,851
E2	\$20,608	\$21,638	\$22,718	\$23,856	\$25,046	\$26,301	\$27,617	\$28,994	\$30,448
1	\$21,022	\$22,070	\$23,175	\$24,332	\$25,544	\$26,828	\$28,167	\$29,573	\$31,056
2	\$21,901	\$22,995	\$24,140	\$25,359	\$26,622	\$27,952	\$29,351	\$30,812	\$32,362
3	\$22,843	\$23,984	\$25,188	\$26,446	\$27,764	\$29,153	\$30,613	\$32,143	\$33,753
4	\$23,848	\$25,038	\$26,293	\$27,604	\$28,987	\$30,434	\$31,960	\$33,563	\$35,235
5	\$24,923	\$26,171	\$27,475	\$28,849	\$30,295	\$31,800	\$33,397	\$35,068	\$36,820
5A	\$25,888	\$26,975	\$28,320	\$29,737	\$31,225	\$32,780	\$34,424	\$36,146	\$37,952
6	\$26,453	\$27,778	\$29,166	\$30,625	\$32,156	\$33,760	\$35,450	\$37,223	\$39,083
6A	\$27,218	\$28,581	\$30,011	\$31,513	\$33,087	\$34,739	\$36,476	\$38,300	\$40,215
7	\$27,983	\$29,385	\$30,856	\$32,401	\$34,018	\$35,719	\$37,503	\$39,377	\$41,346
8	\$29,400	\$30,872	\$32,416	\$34,040	\$35,739	\$37,525	\$39,401	\$41,370	\$43,438
9	\$30,282	\$31,798	\$33,390	\$35,063	\$36,811	\$38,648	\$40,580	\$42,610	\$44,740
10	\$31,151	\$32,712	\$34,349	\$36,068	\$37,871	\$39,767	\$41,749	\$43,838	\$46,031
10A	\$31,696	\$33,285	\$34,960	\$36,699	\$38,533	\$40,463	\$42,479	\$44,606	\$46,837

HOLIDAY SCHEDULE

July 1, 2010-June 30, 2015

HOLIDAYS

Independence Day

* Labor Day

+ * Columbus Day

Veterans' Day

+ * Thanksgiving Day

* Day After Thanksgiving

* Day Before Christmas

^F + * Christmas Day

Lincoln's Birthday

Day Before New Year's Day

+ * New Year's Day

+ * Martin Luther King Day

^F * Washington's Birthday

^F * Good Friday

+ * Memorial Day

* Holidays for School Year Employees (formerly 196 Day Employees)

+ Holidays for eligible hourly employees (**HOURLY FOOD SERVICE WORKERS WORKING 20 HOURS PER WEEK OR MORE HIRED PRIOR TO 7/1/02 SHALL RECEIVE THE SEVEN (7) PAID HOLIDAYS PER YEAR)**)

^F **FOOD SERVICE WORKERS THAT STARTED IN THIS POSITION AFTER 7/1/02 WORKING 24 HOURS OR LESS SHALL BE ELIGIBLE FOR 4 PAID HOLIDAYS, CHRISTMAS DAY, PRESIDENT'S DAY AND GOOD FRIDAY.)**

ADDITIONAL HOLIDAY

THE HOLIDAY WILL BE ON YOM KIPPUR; IF YOM KIPPUR FALLS ON THE WEEKEND THE HOLIDAY WILL BE ON THE 1ST DAY OF ROSH HASHANAH

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